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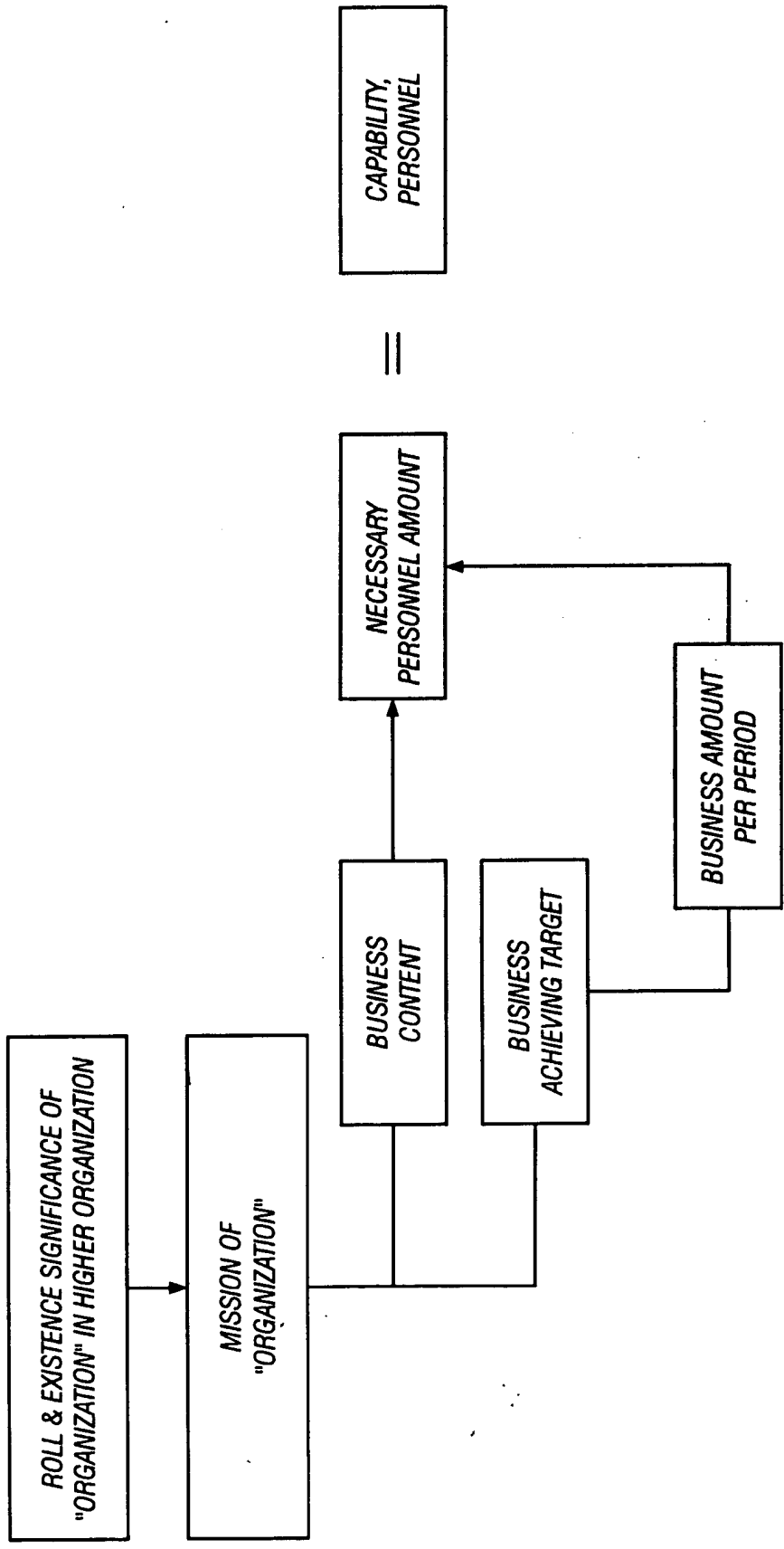


FIG. 1

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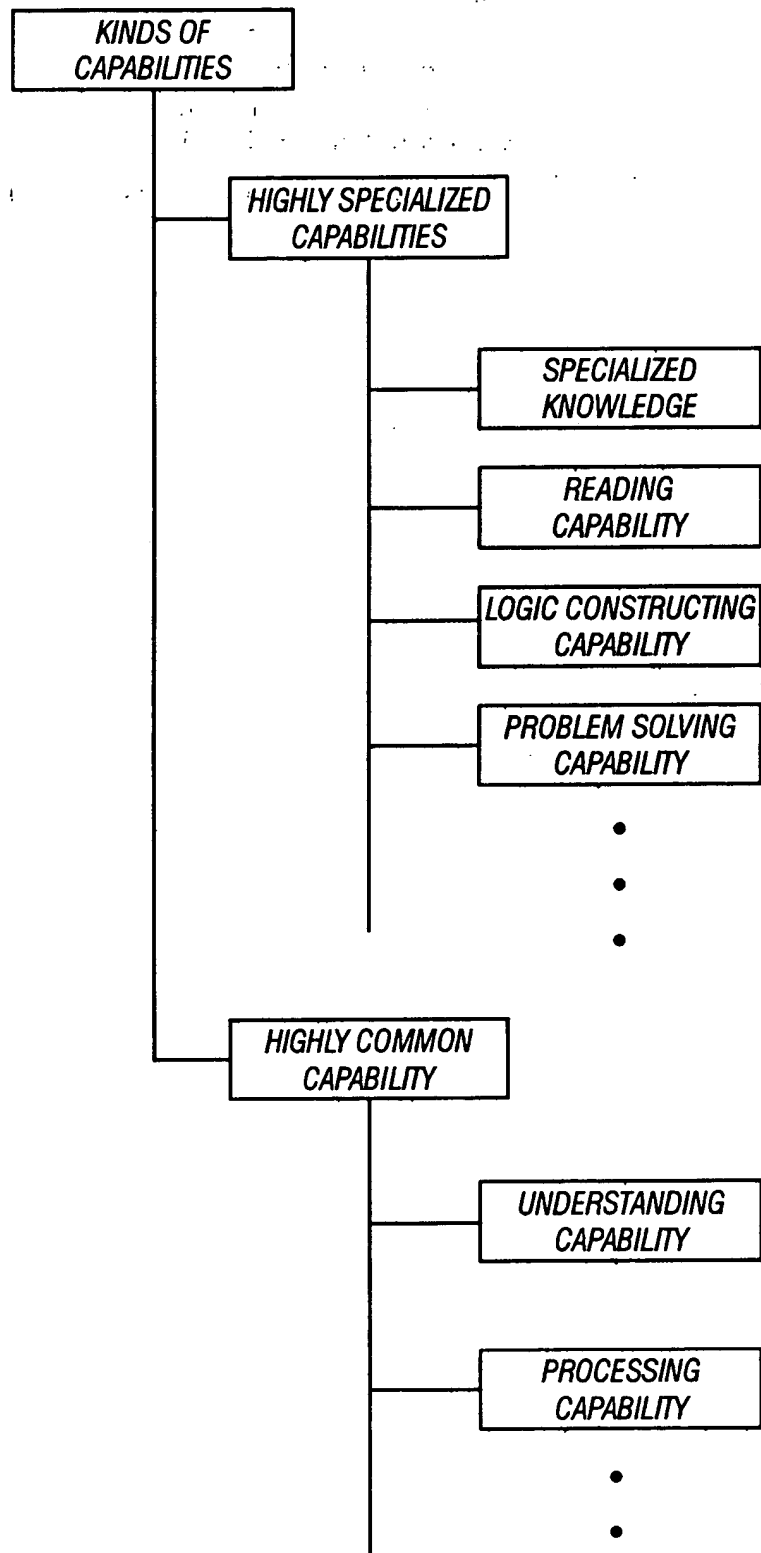
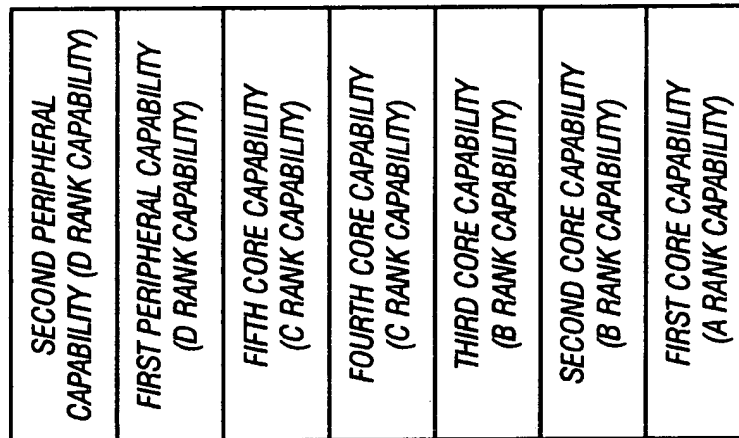


FIG. 2

NECESSARY PERSONNEL NUMBER

(1)

NECESSARY PERSONNEL AMOUNT AS ORGANIZATION

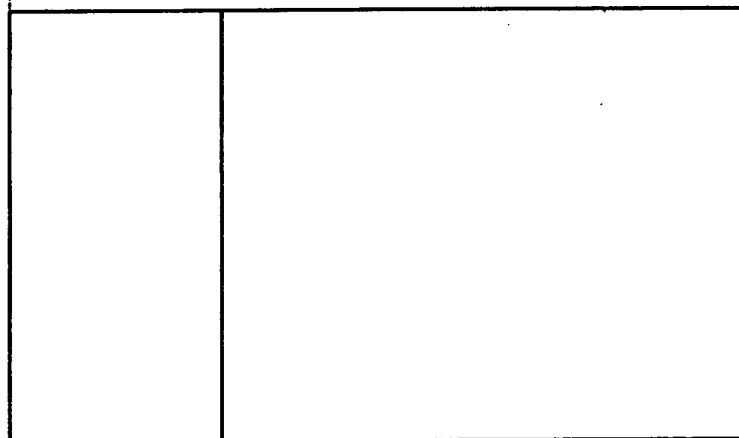


NECESSARY CAPABILITY (EVALUATION)
 AXIS AS "ORGANIZATION")

NECESSARY PERSONNEL NUMBER

(2)

NECESSARY BUSINESS AMOUNT AS ORGANIZATION



QUALITY OF BUSINESS

FIG. 3

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FIG. 4



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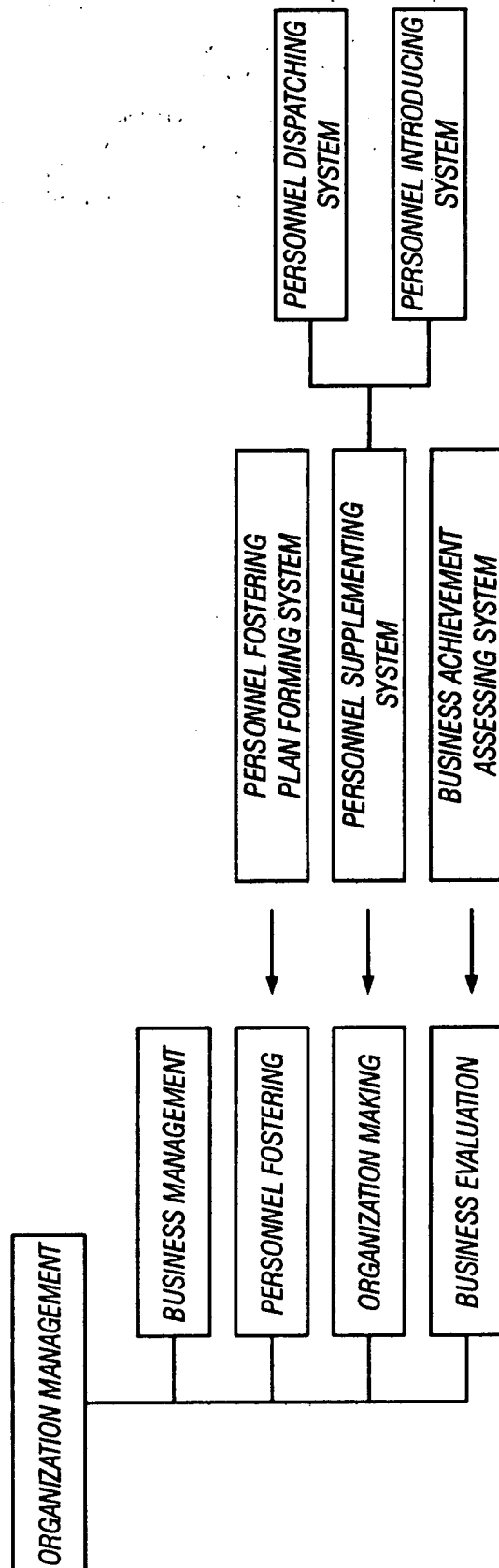


FIG. 5

```
graph TD; A[PERSONNEL FOSTERING PLAN FORMING SYSTEM] --> B[GENERAL SUPPORT OF PERSONNEL FOSTERING]; B --> C[EXISTING PERSONNEL];
```

PERSONNEL FOSTERING PLAN FORMING SYSTEM

GENERAL SUPPORT OF PERSONNEL FOSTERING

- *EXISTING PERSONNEL DIAGNOSIS*
- *FOSTERING POLICY PROPOSAL*

EXISTING PERSONNEL

FIG. 6



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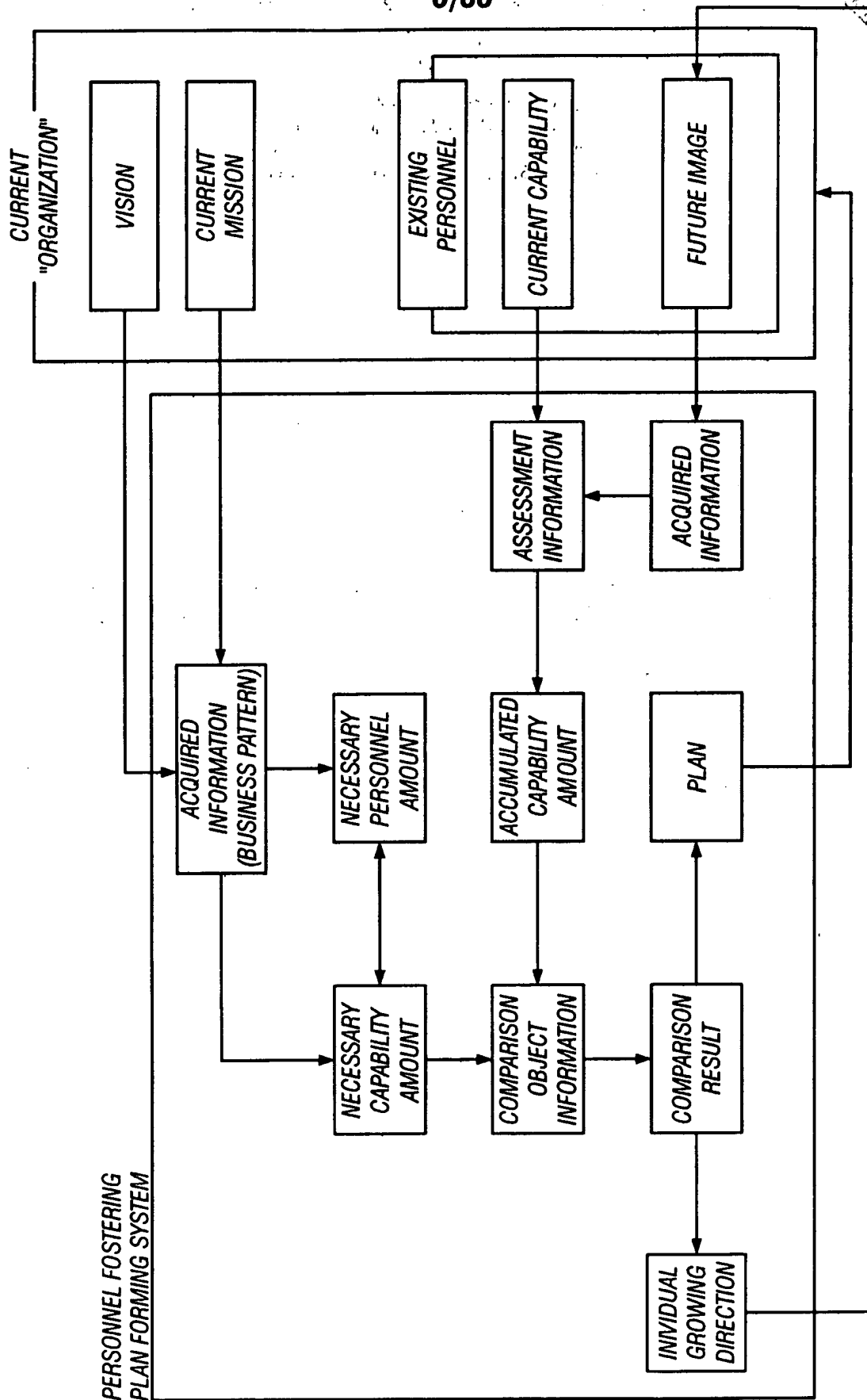


FIG. 8

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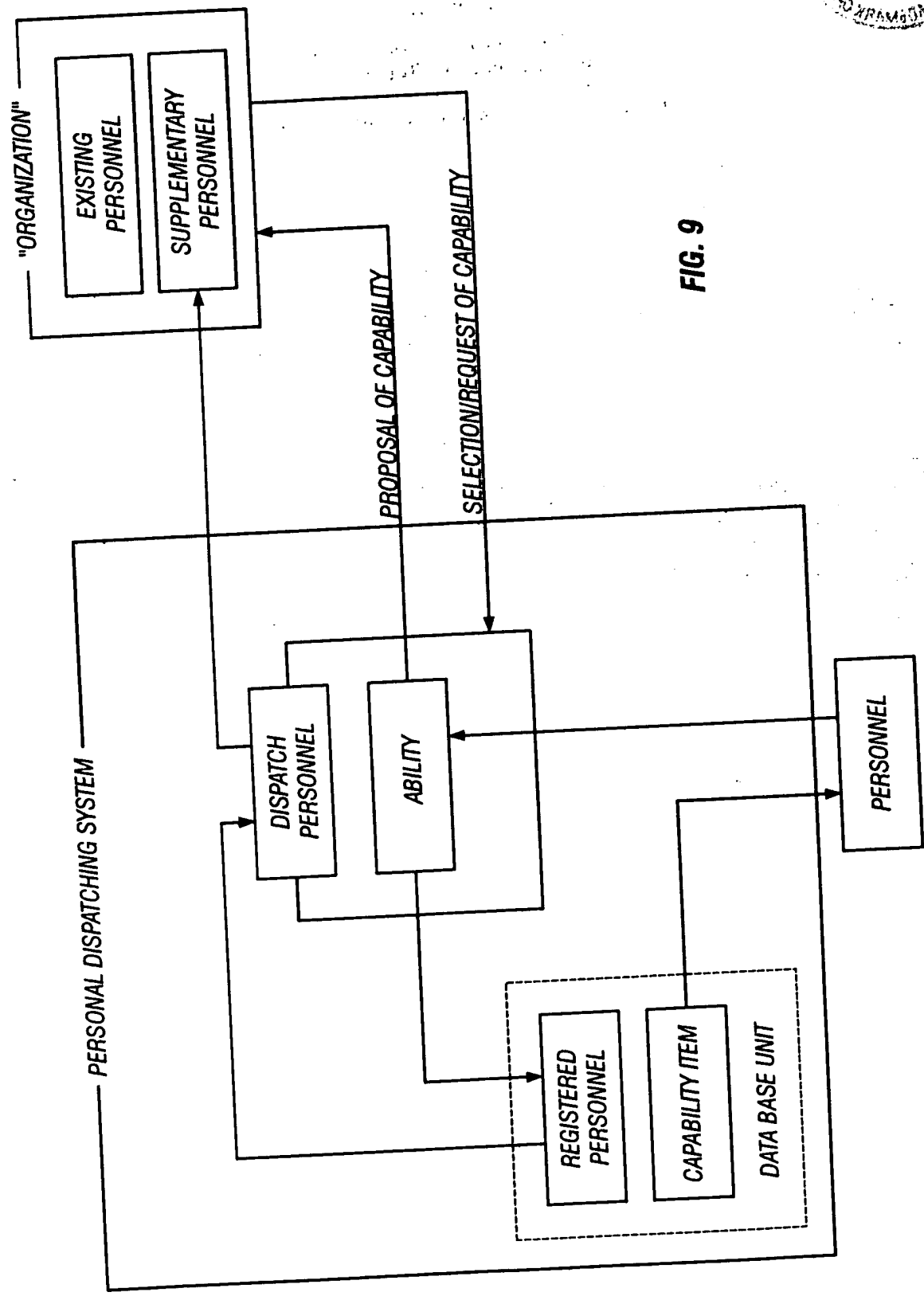


FIG. 9

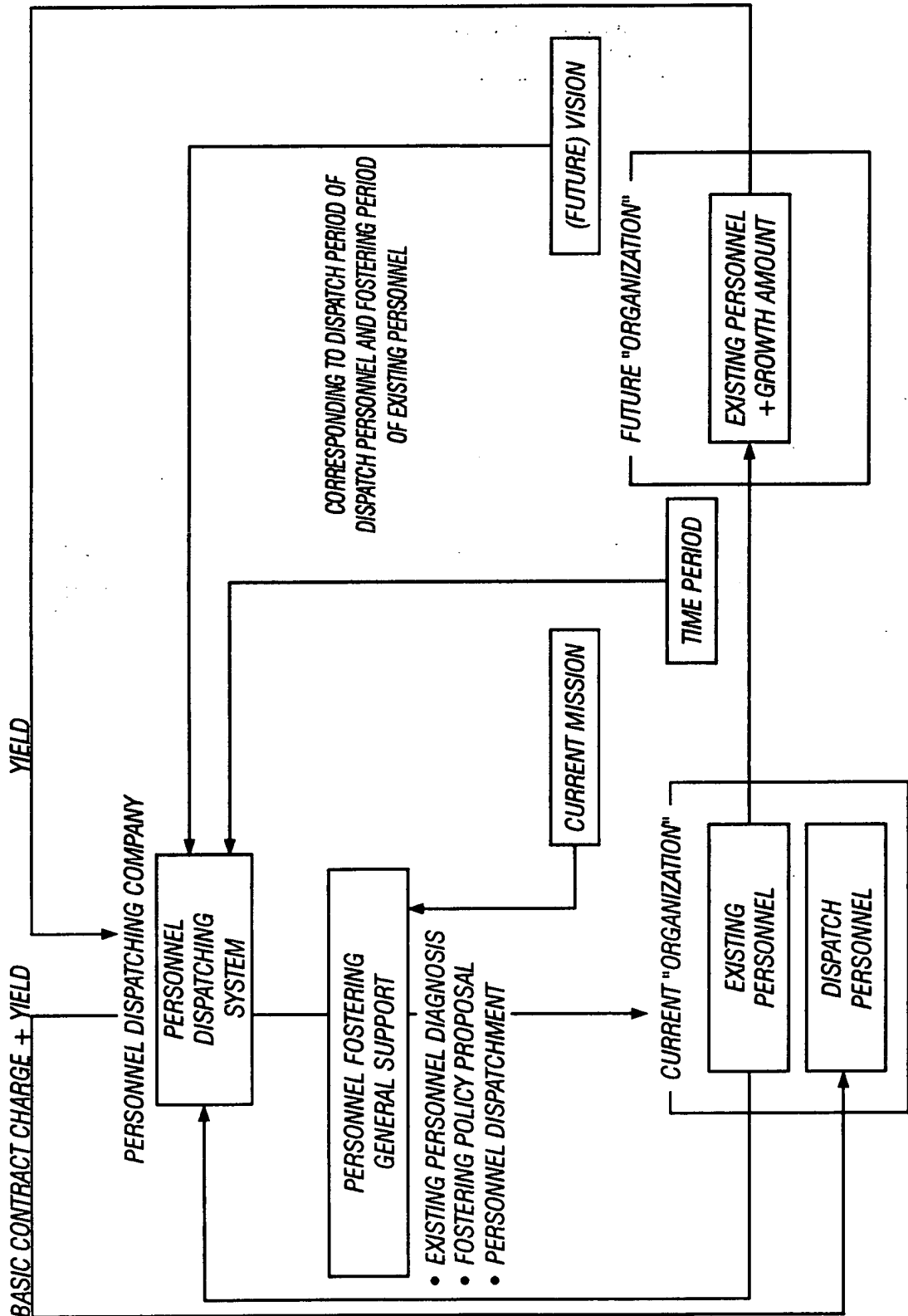


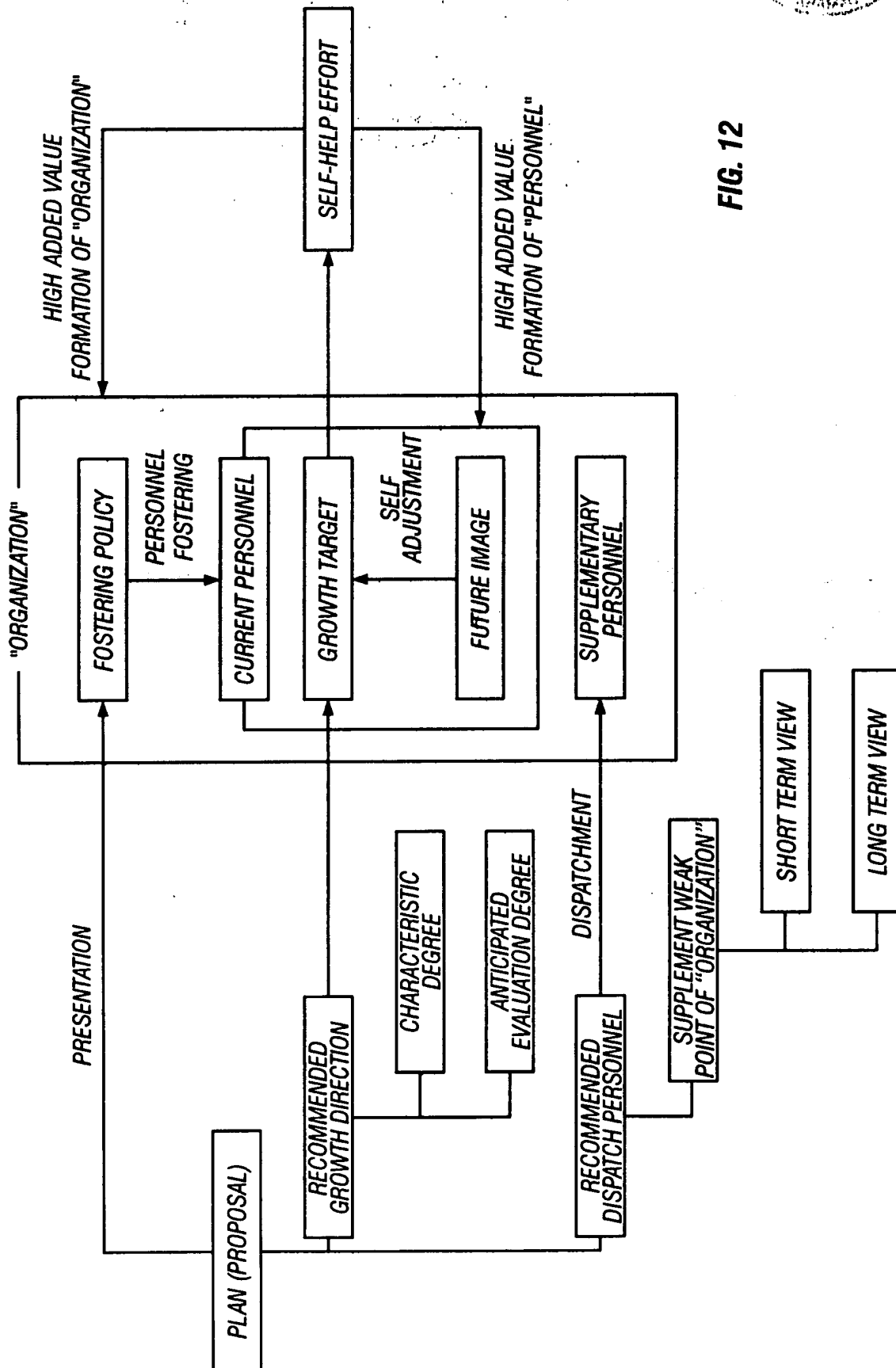
FIG. 10

11



FIG. 11

to it.



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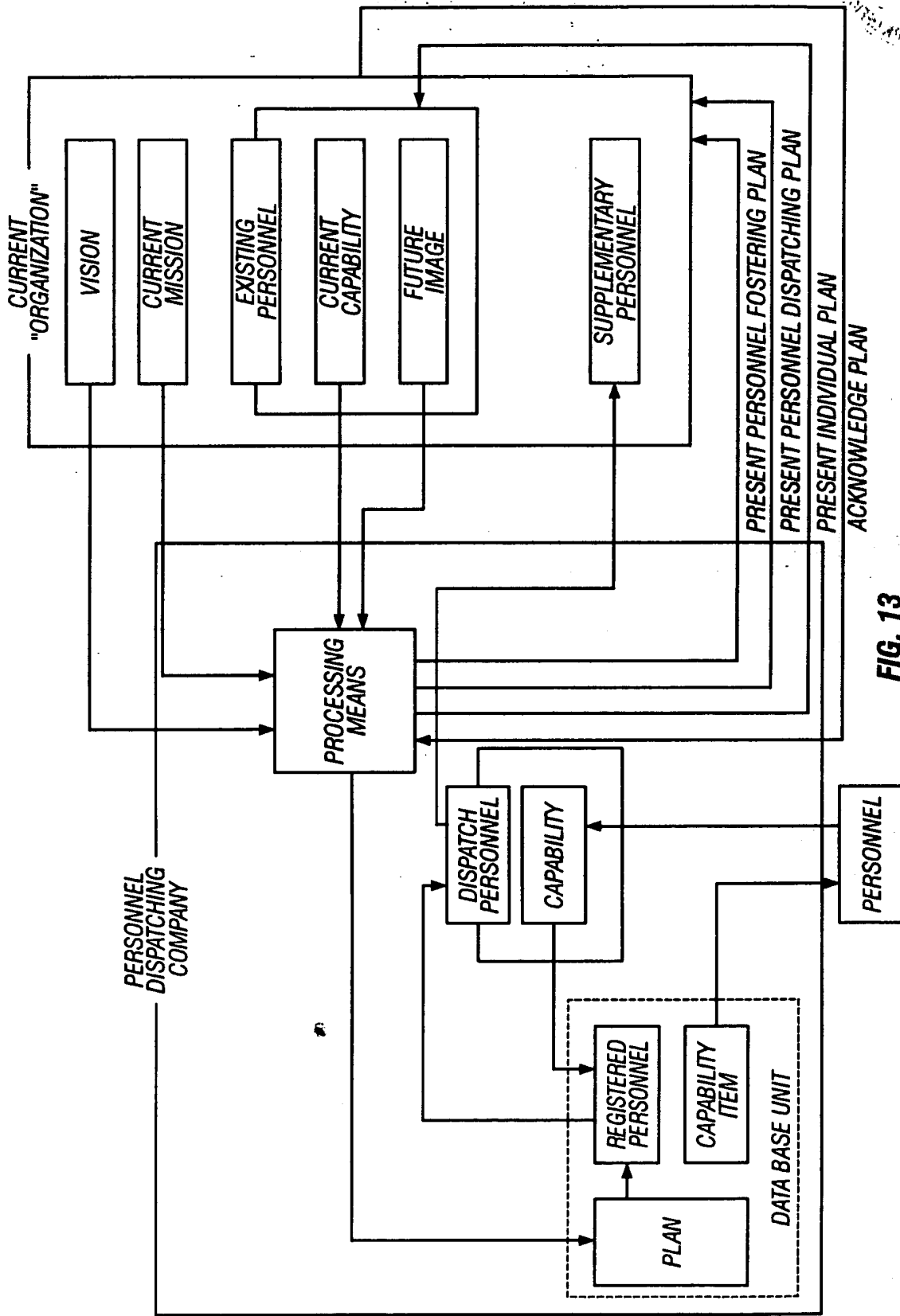


FIG. 13

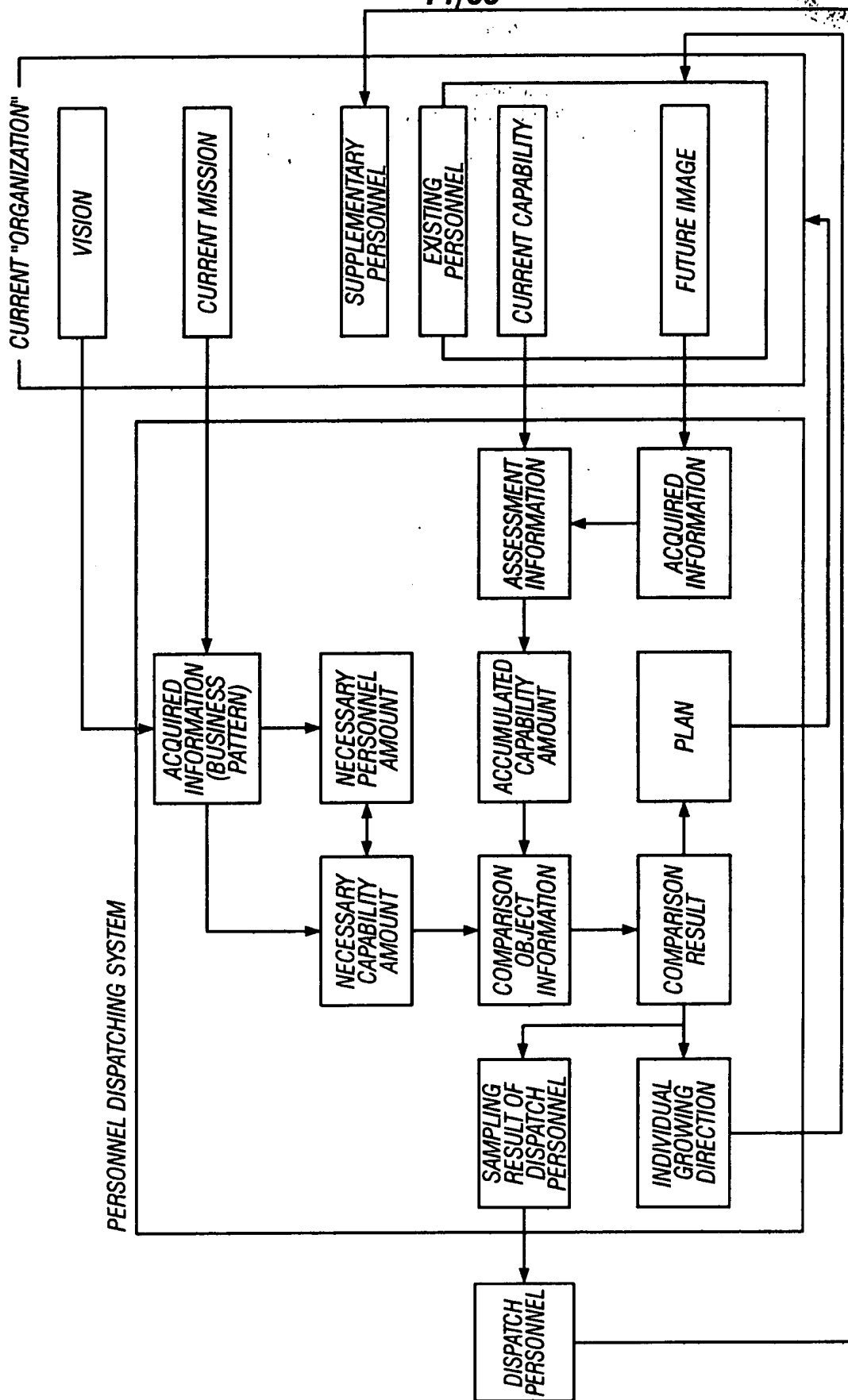


FIG. 14



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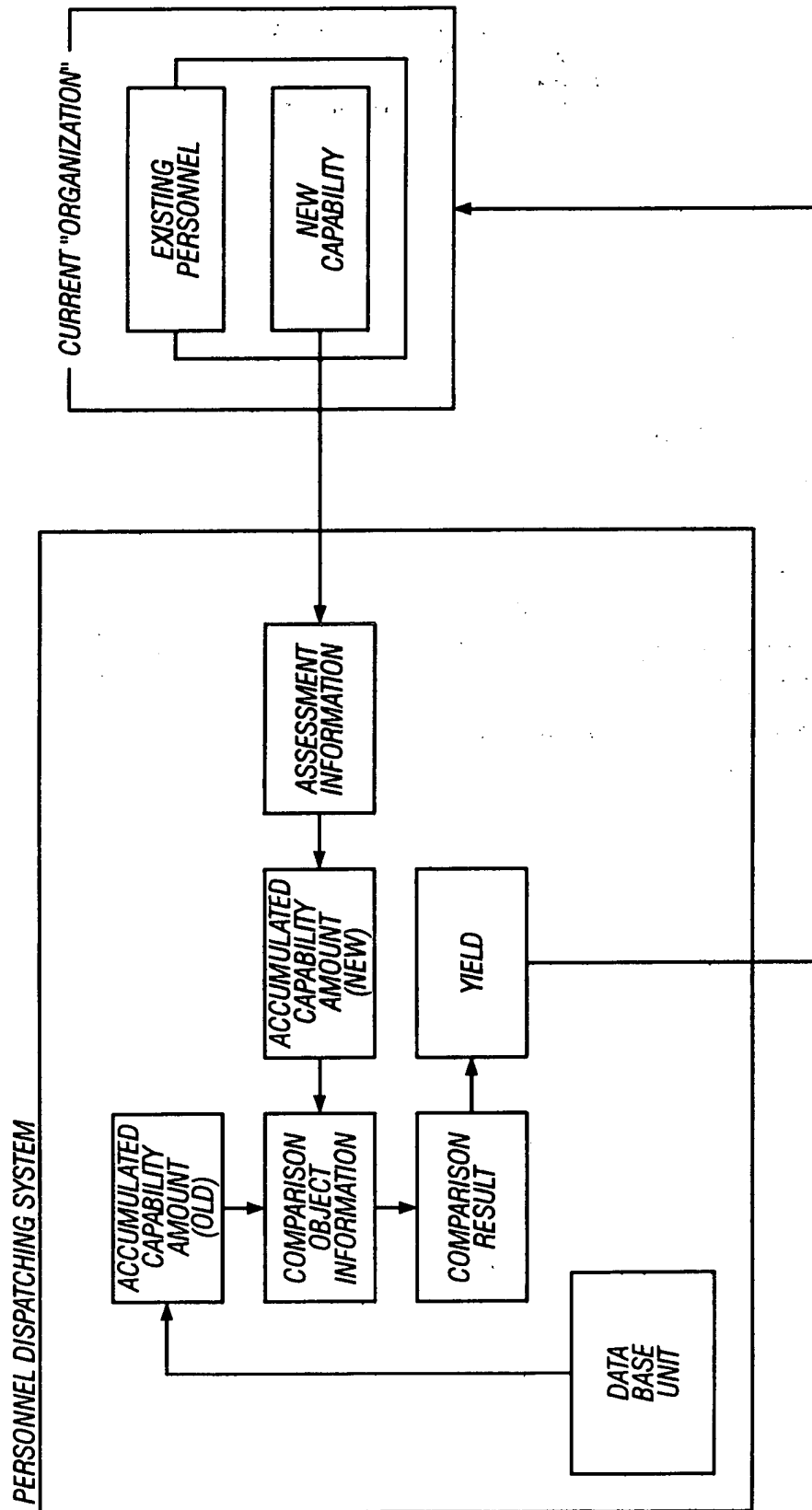


FIG. 15

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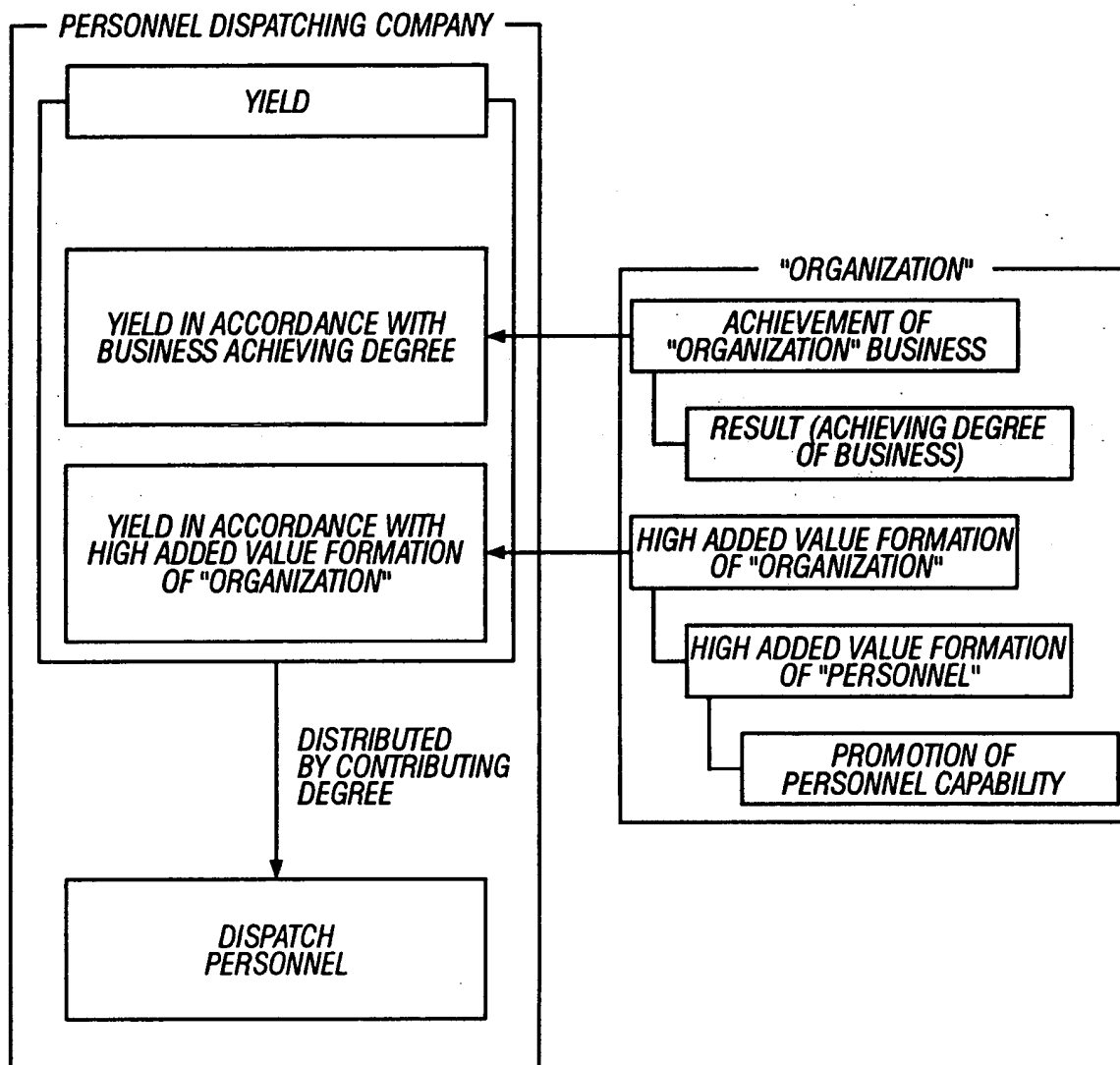
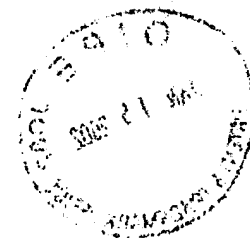


FIG. 16

16 f..



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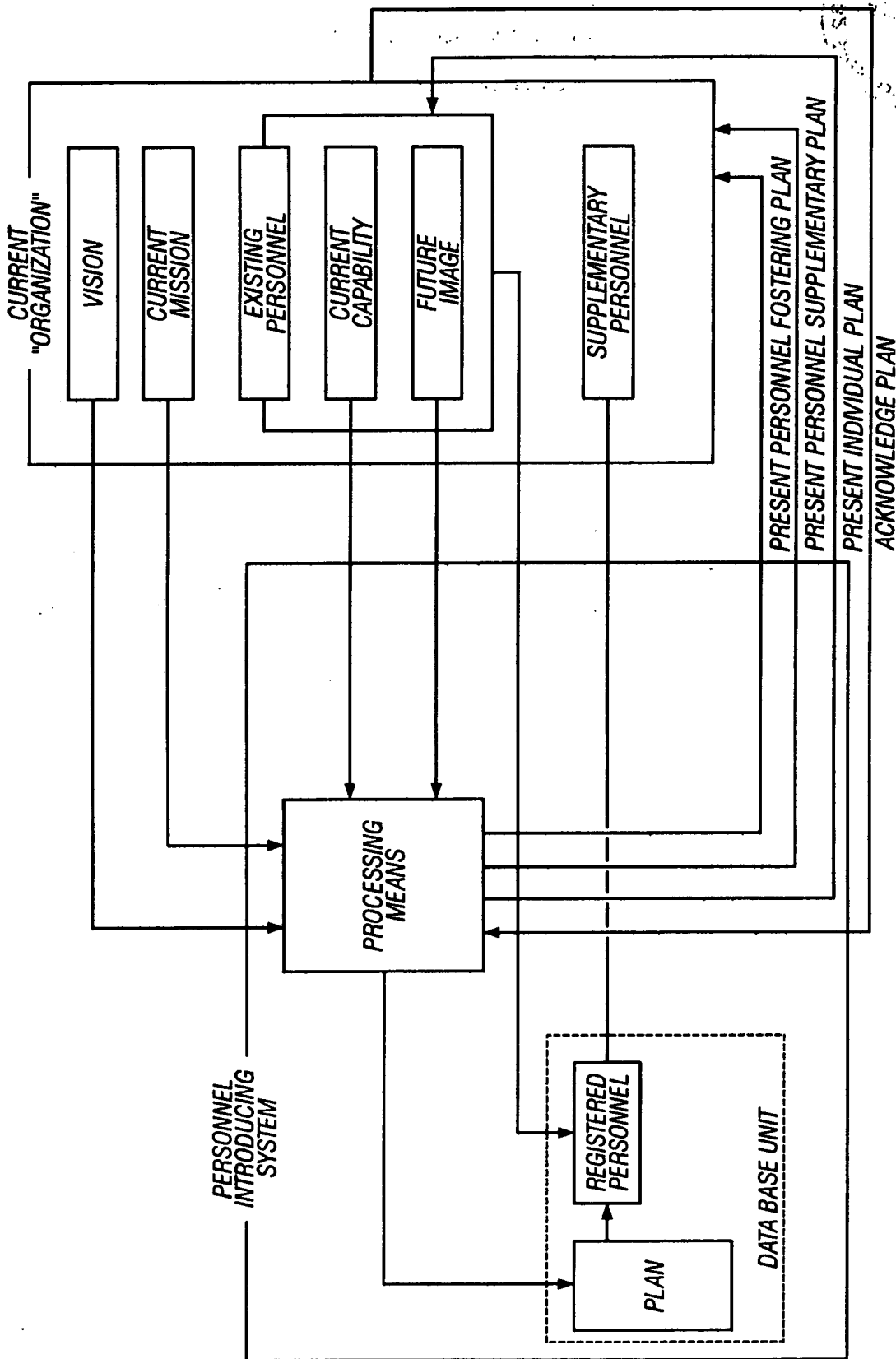


FIG. 19

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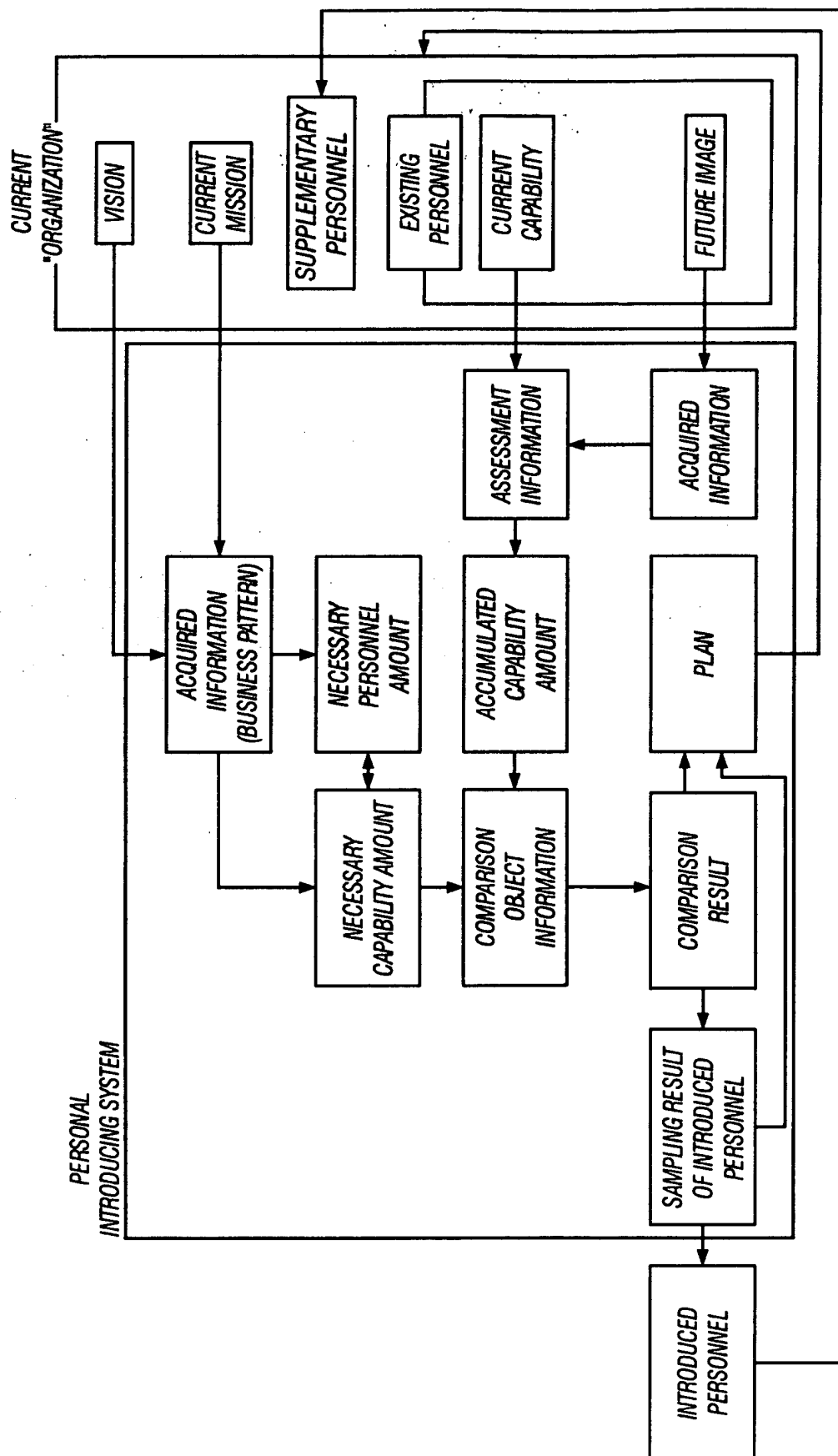


FIG. 20

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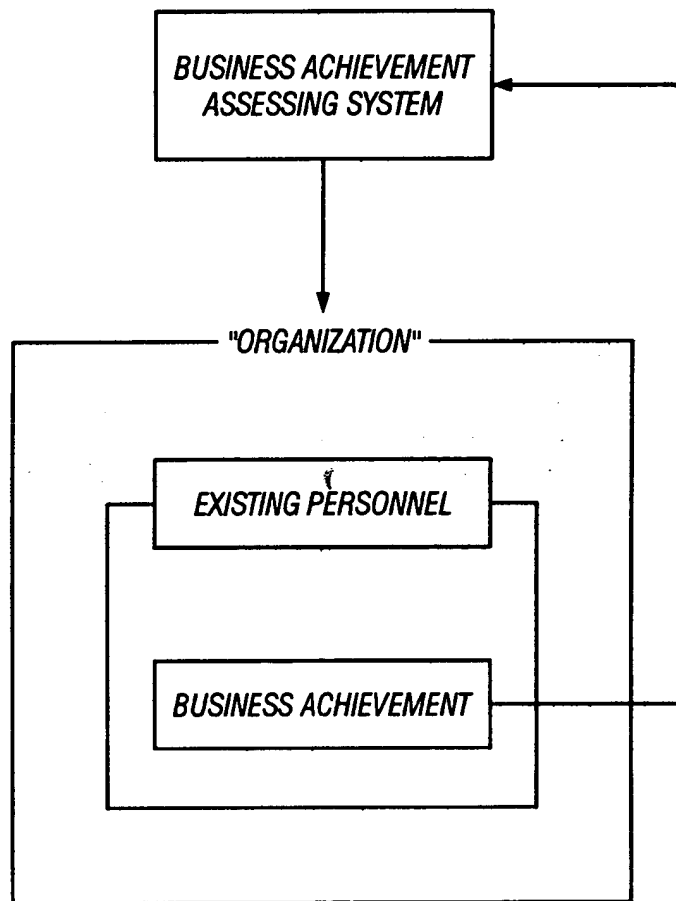


FIG. 21

700

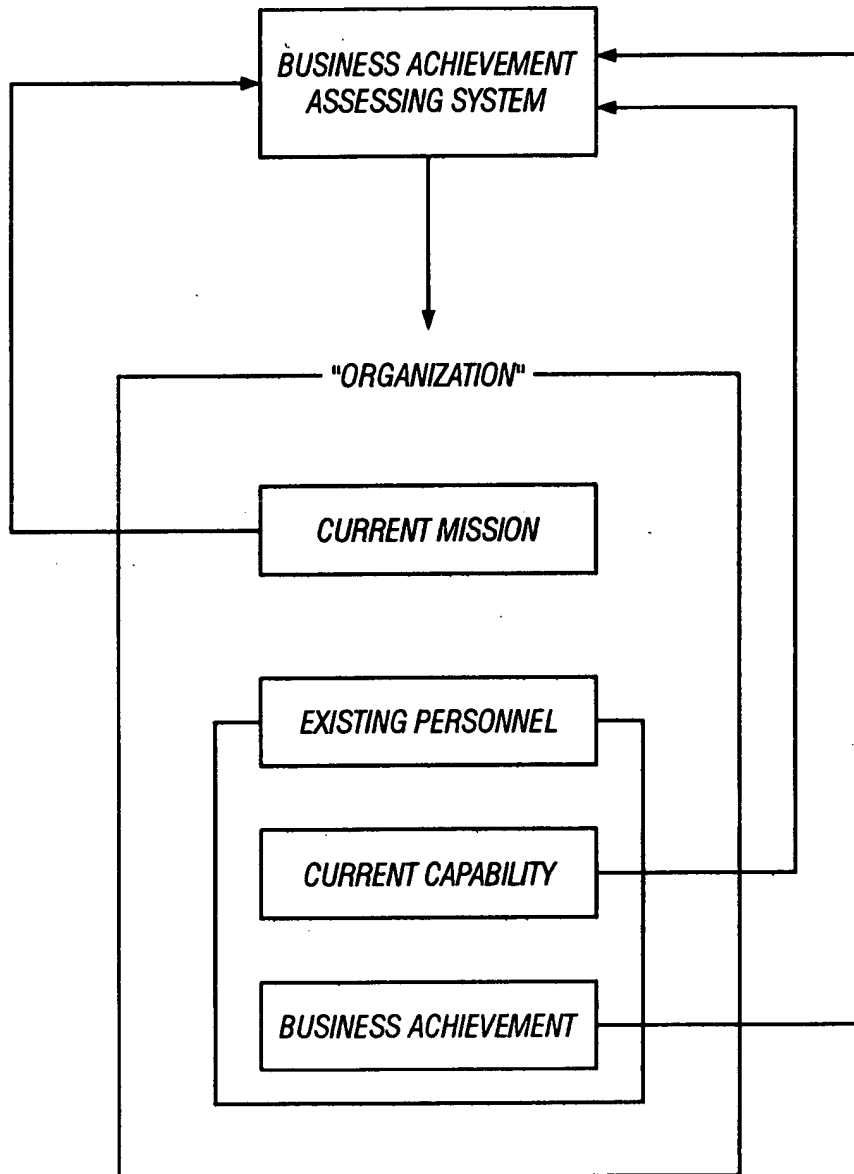


FIG. 22

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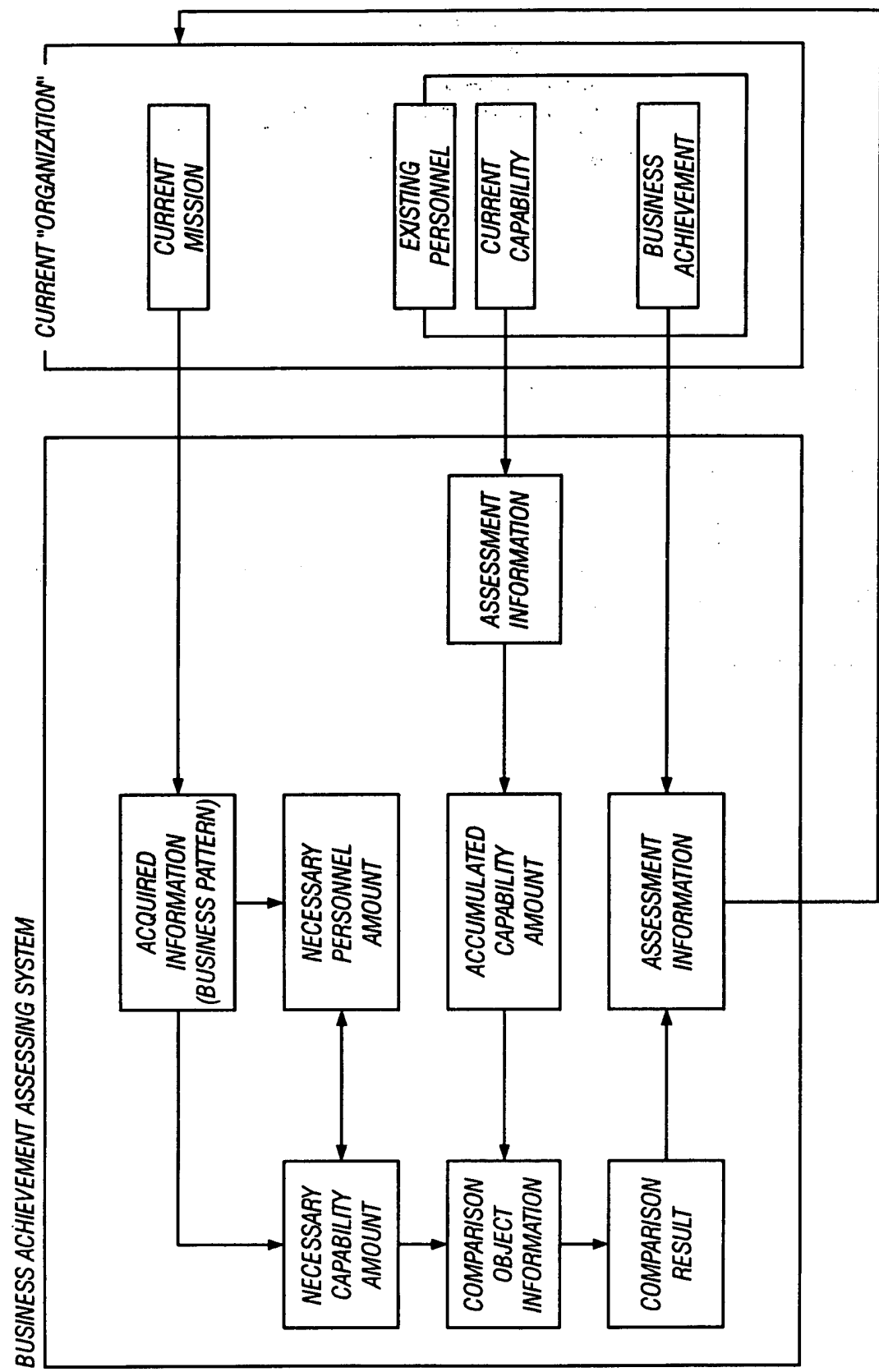


FIG. 23

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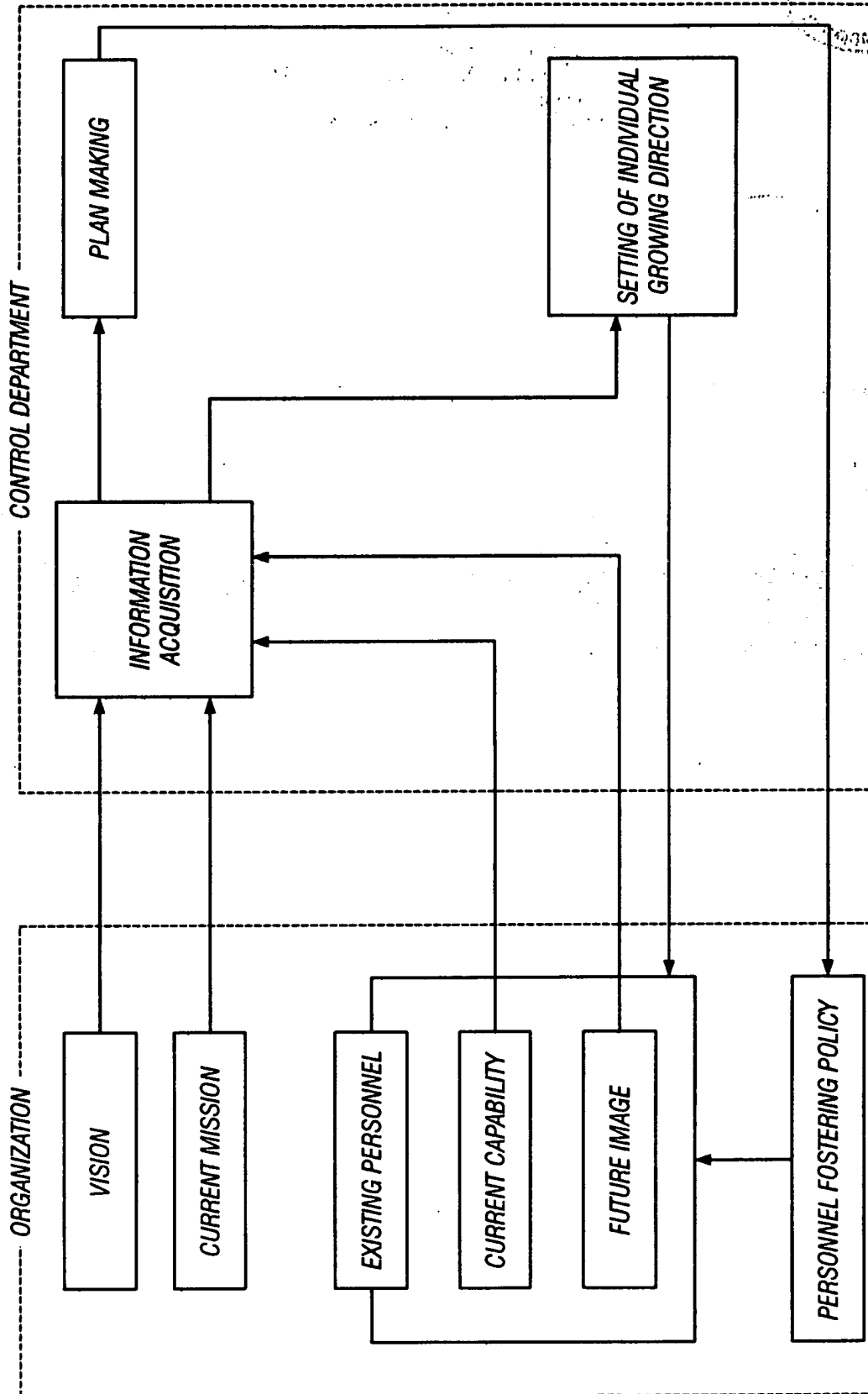


FIG. 24



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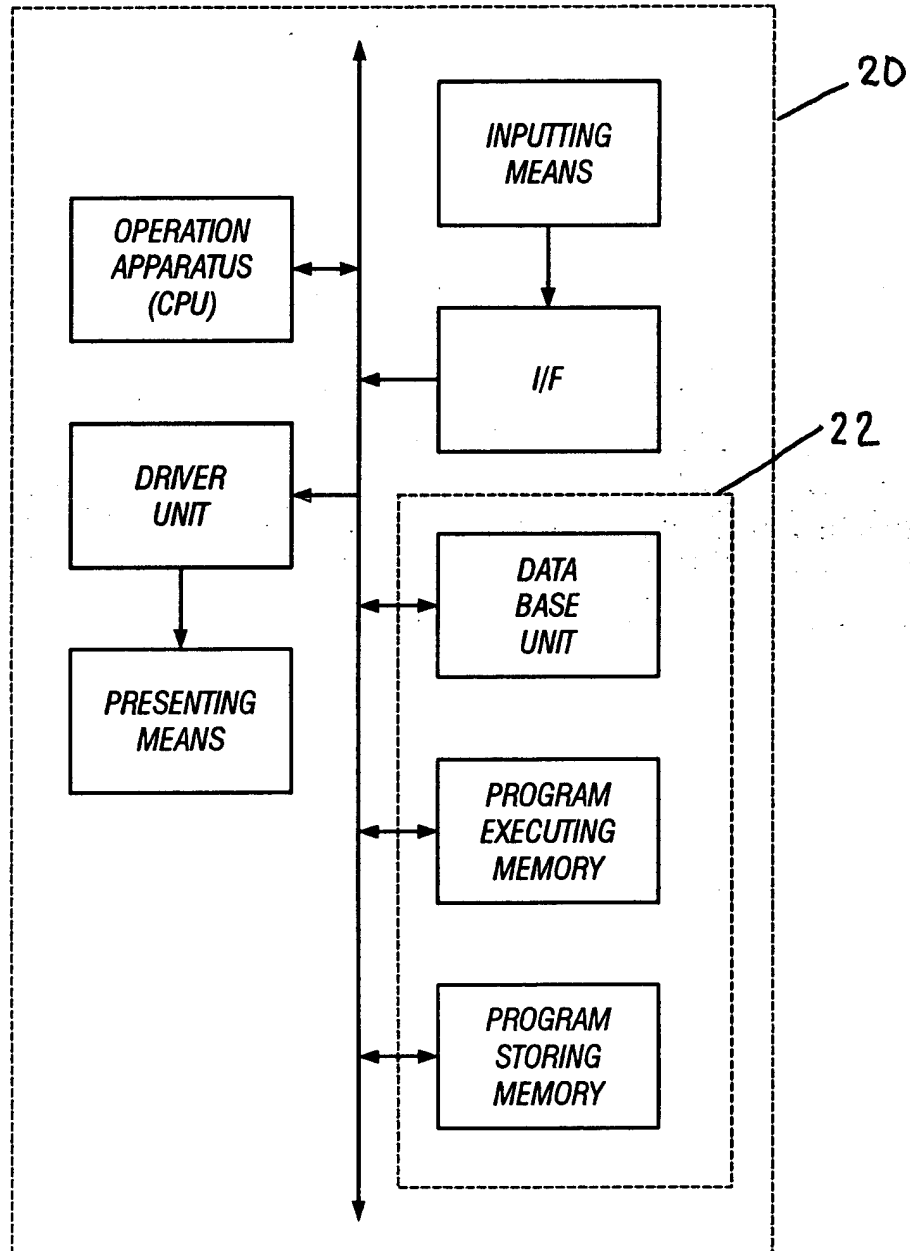


FIG. 25

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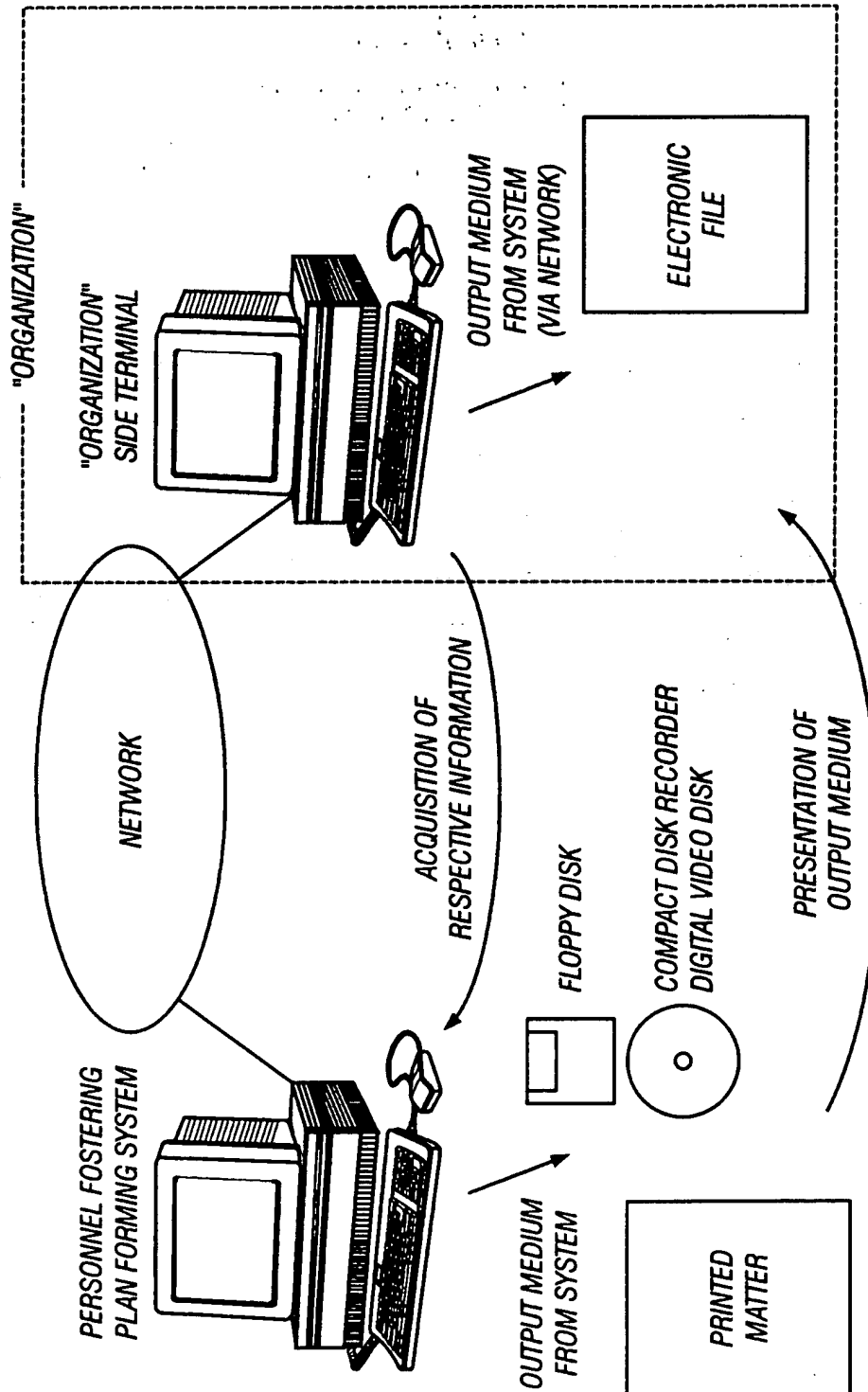


FIG. 26

DATA BASE UNIT

"VISION" DATA
"MISSION" DATA
NECESSARY PERSONNEL AMOUNT DATA
NECESSARY CAPABILITY AMOUNT DATA
CAPABILITY DATA OF PERSONNEL
ACCUMULATED CAPABILITY AMOUNT DATA OF ORGANIZATION
EXCESS OR DEFICIENCY DEGREE DATA OF CAPABILITY IN "ORGANIZATION"
STRONG POINT/WEAK POINT DATA OF PERSONNEL FOR "ORGANIZATION"
INDIVIDUAL GROWING DIRECTION DATA
MISSION/VISION DETERMINING TABLE
BUSINESS PATTERN CONVERSION TABLE
REPORT TEMPLATE
ASSESSMENT DATA TABLE
CAPABILITY AMOUNT DETERMINATION TABLE

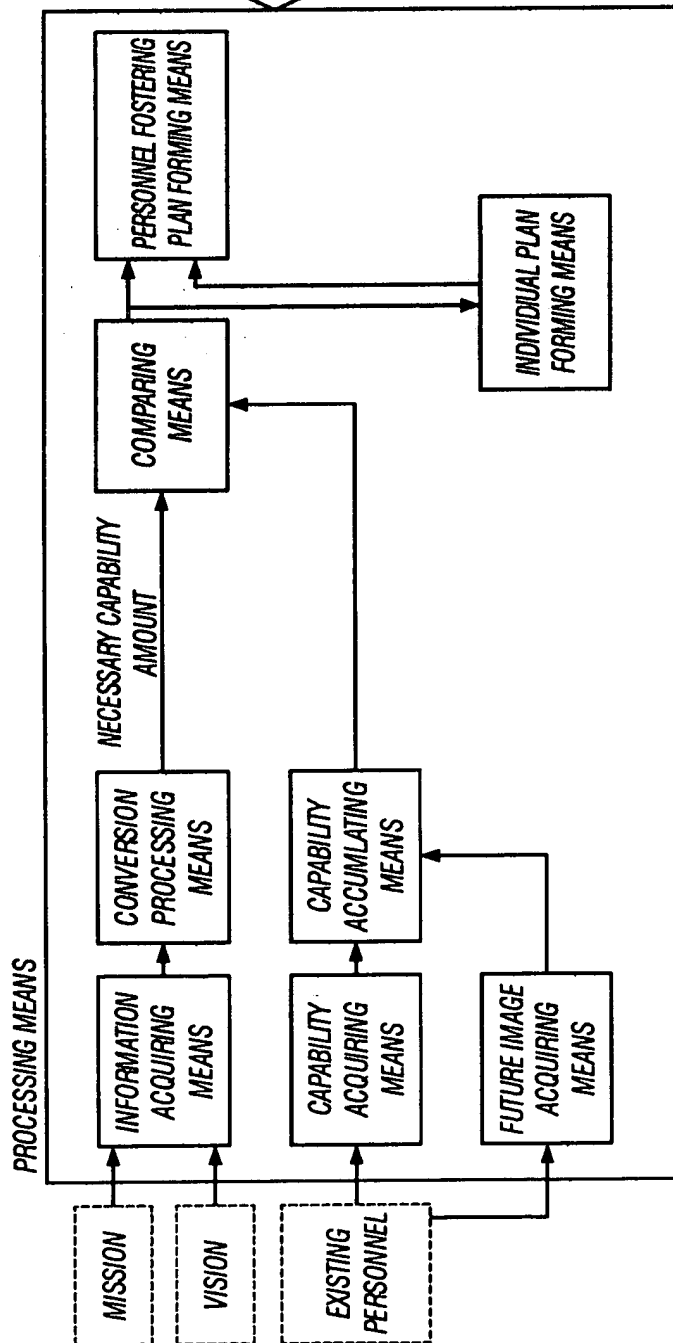


FIG. 27

FIG. 28

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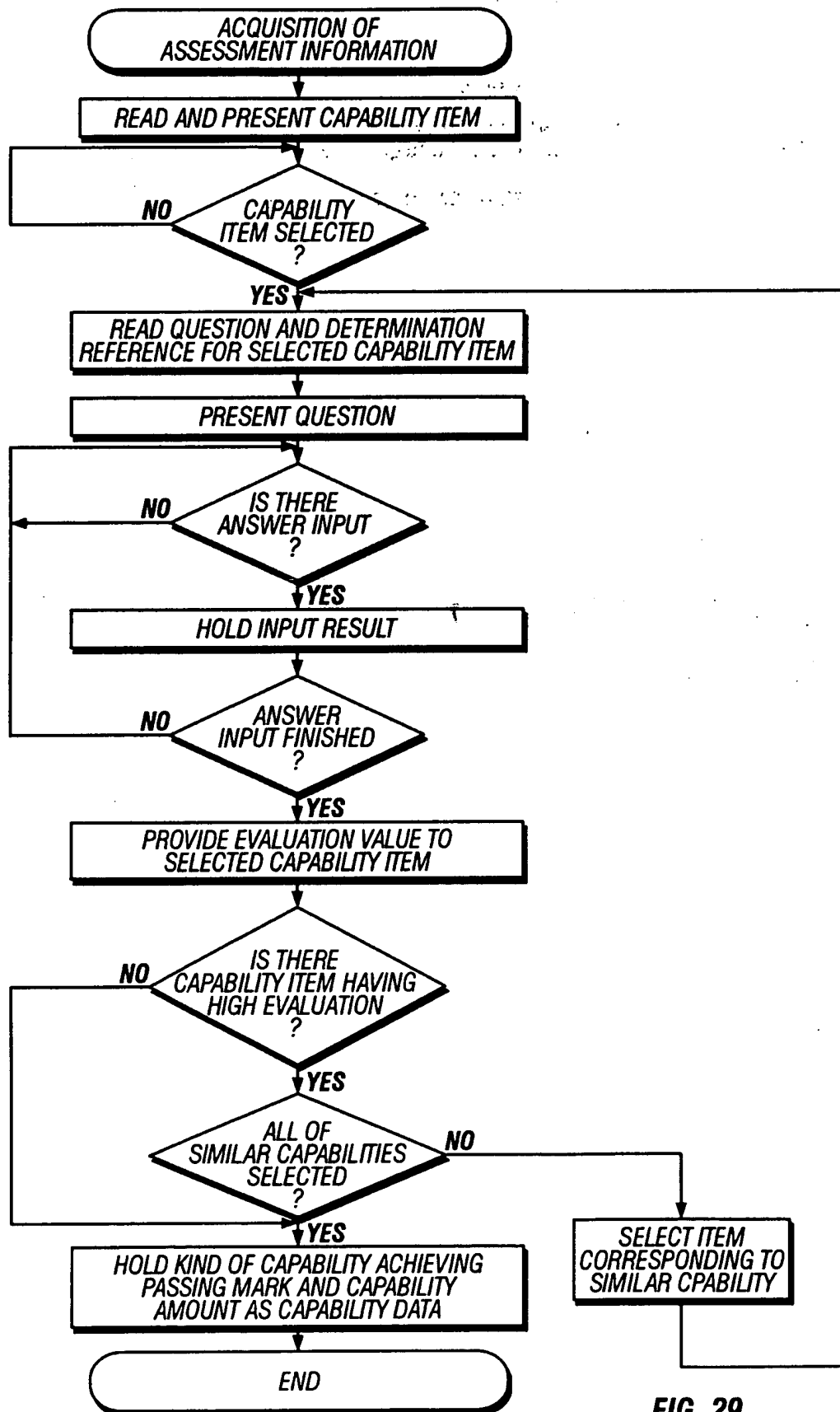


FIG. 29

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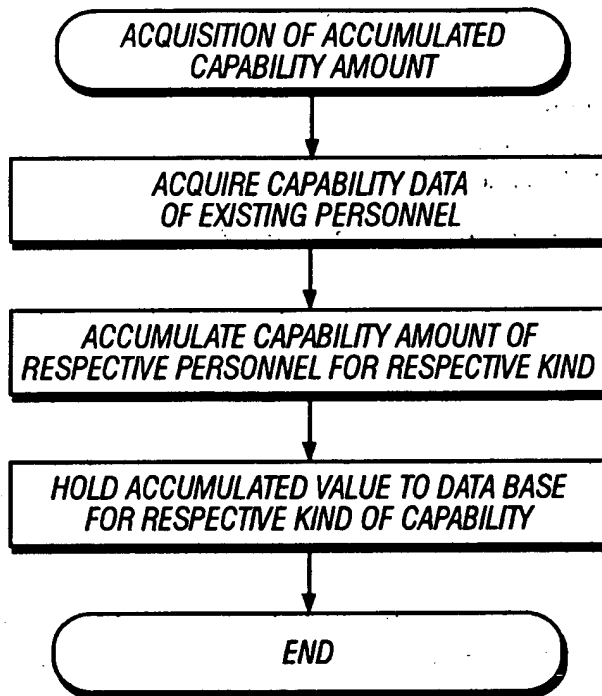


FIG. 30

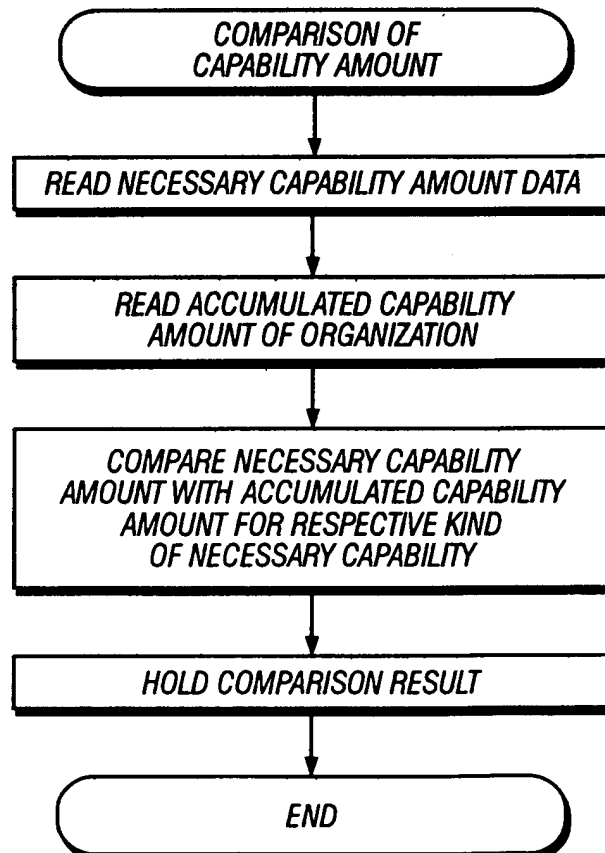


FIG. 31

1. The first step is to identify the problem or question that needs to be answered. This involves understanding the context and the specific requirements of the task.

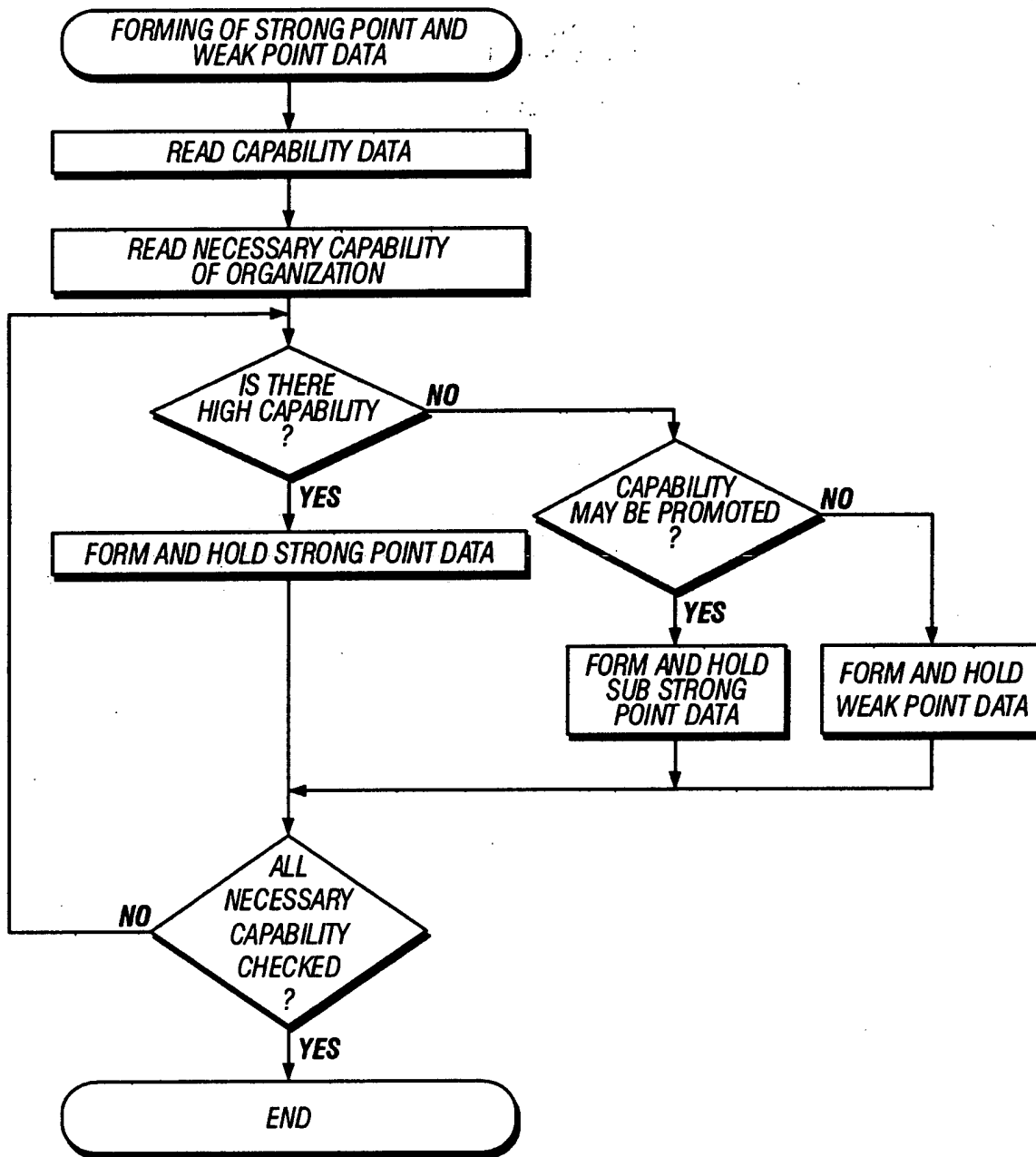


FIG. 32

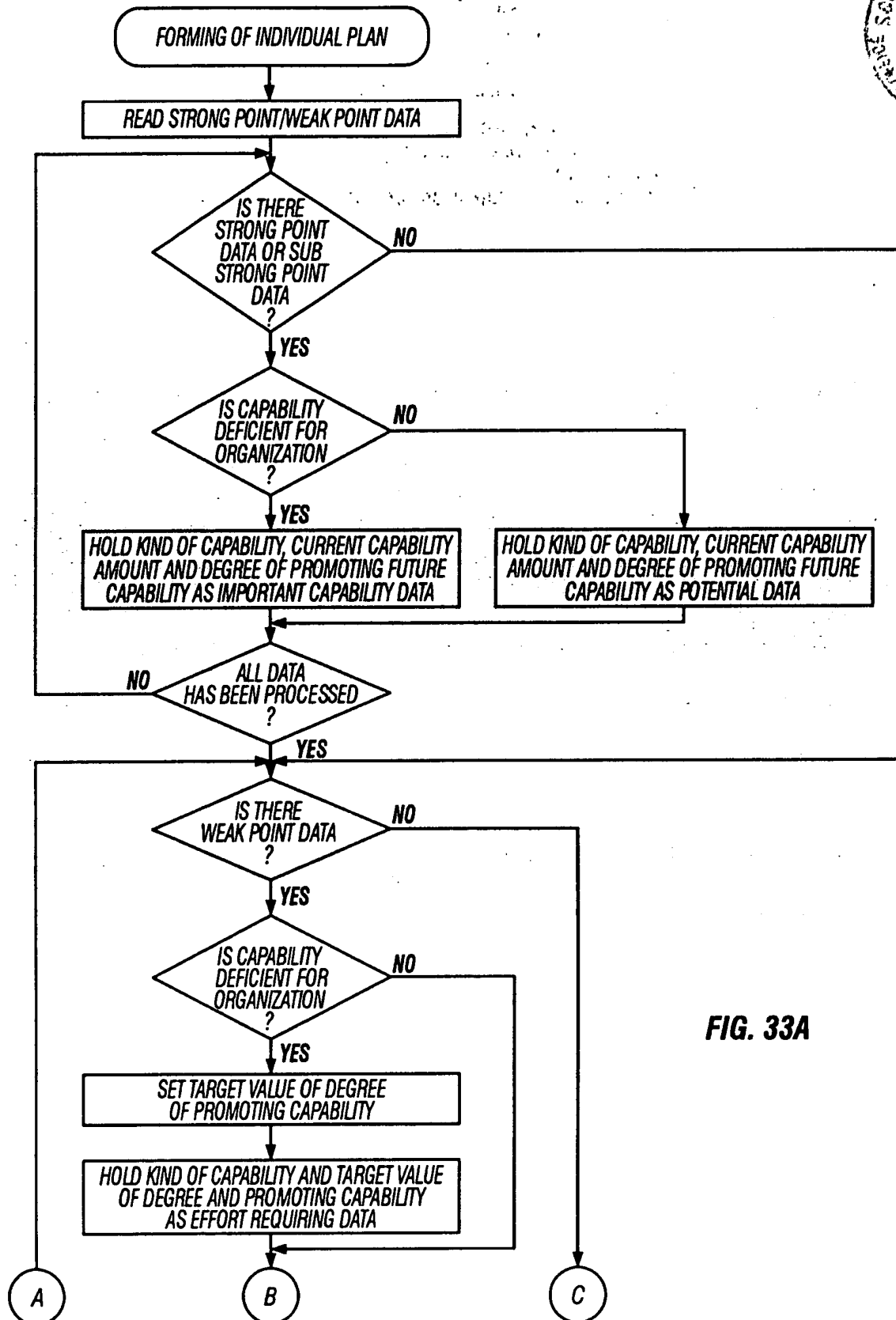


FIG. 33A

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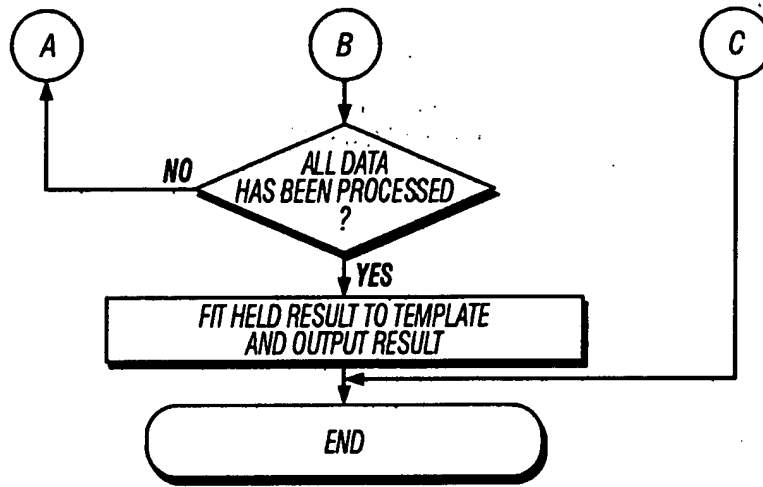
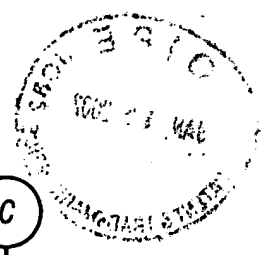
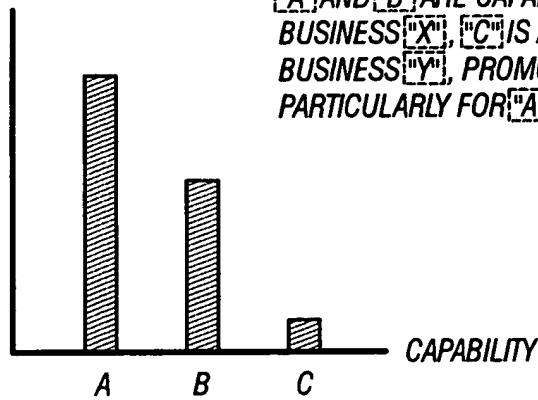


FIG. 33B

CAPABILITY FIELD EXPECTED TO YOU

EXPECTANCY



"A" AND "B" ARE CAPABILITIES NECESSARY FOR BUSINESS "X". "C" IS A CAPABILITY NECESSARY FOR BUSINESS "Y". PROMOTION BY "O" % IS EXPECTED PARTICULARLY FOR "A"

•
•
•

FIG. 34

FORMING OF PERSONNEL FOSTERING PLAN

**SAMPLE EXCESS OR
DEFICIENCY DEGREE OF
CAPABILITY IN ORGANIZATION
FOR RESPECTIVE KIND OF
NECESSARY CAPABILITY**

**CAPABILITY
DEFICIENT FOR
ORGANIZATION
?**

NO

YES

**SAMPLE PERSONNEL SET WITH
IMPORTANT CAPABILITY DATA
AND EFFORT REQUIRING DATA
ALONG WITH DATA**

**SAMPLE PERSONNEL
SET WITH POTENTIAL
DATA ALONG WITH DATA**

NO

ALL
NECESSARY CAPABILITY
HAS BEEN PROCESSED
?

YES

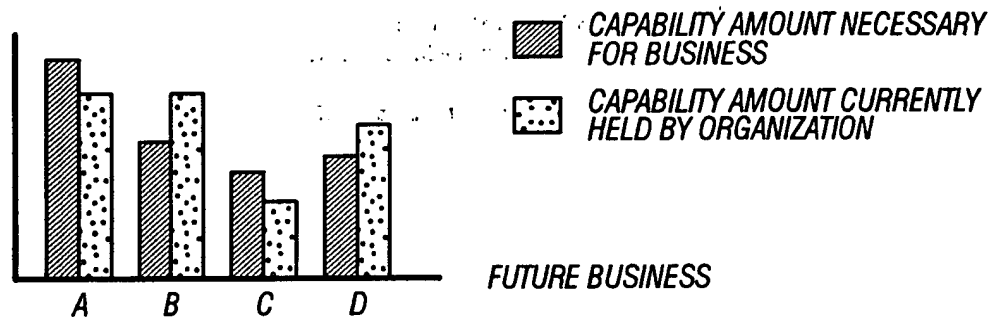
SELECT MODE

**FIT RESPECTIVE SAMPLED DATA
TO TEMPLATE OF SELECTED
MODE AND OUTPUT DATA**

END

FIG. 35

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★ REGARDING BUSINESS DEFICIENT OF CAPABILITY

BUSINESS [A] • • • [00] DEFICIENT OF "00" POINT

BUSINESS [C] • • • [XX] DEFICIENT OF "XX" POINT

★ EXPECTABLE PERSONNEL

BUSINESS [A] • • • MR. [F] EXPECTANCY [OX] %)

MR. [G] EXPECTANCY [ΔΔ] %)

BUSINESS [C] • • • MR. [H] EXPECTANCY [ΔX] %)

★ OTHERS

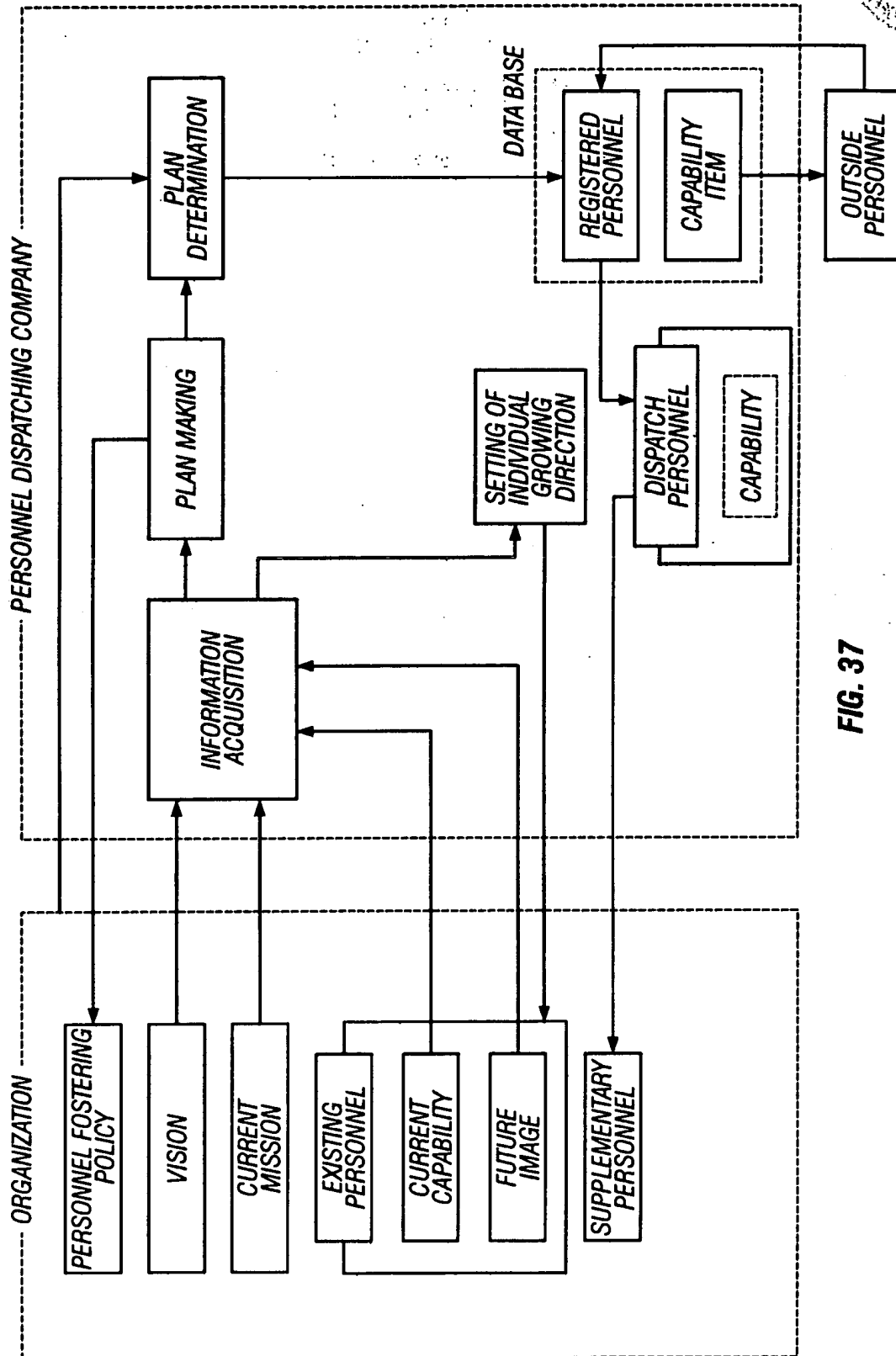
REGARDING BUSINESS [A], TARGET WILL BE ACHIEVED BY GROWING MR. [F], MR. [G]

REGARDING BUSINESS [C], TARGET IS NOT DESIRED TO TO ACHIEVE BY ONLY GROWING MR. [H]

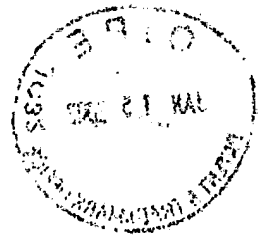
EXPEDITE EFFORT OF MR. [J], MR. [J] WHO ARE WEAK AT THE BUSINESS

FIG. 36

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YIELD
PRESENTATION

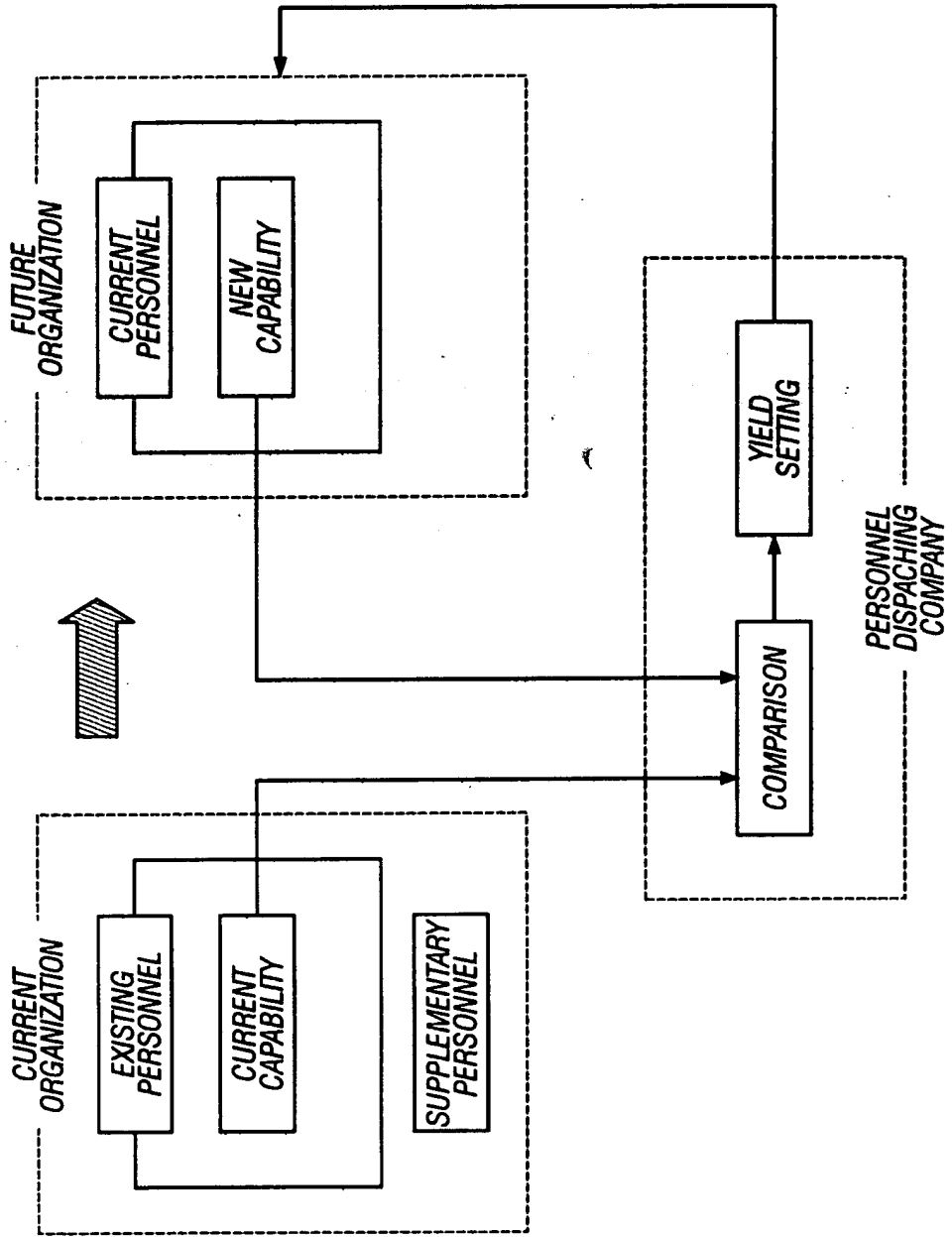


FIG. 38



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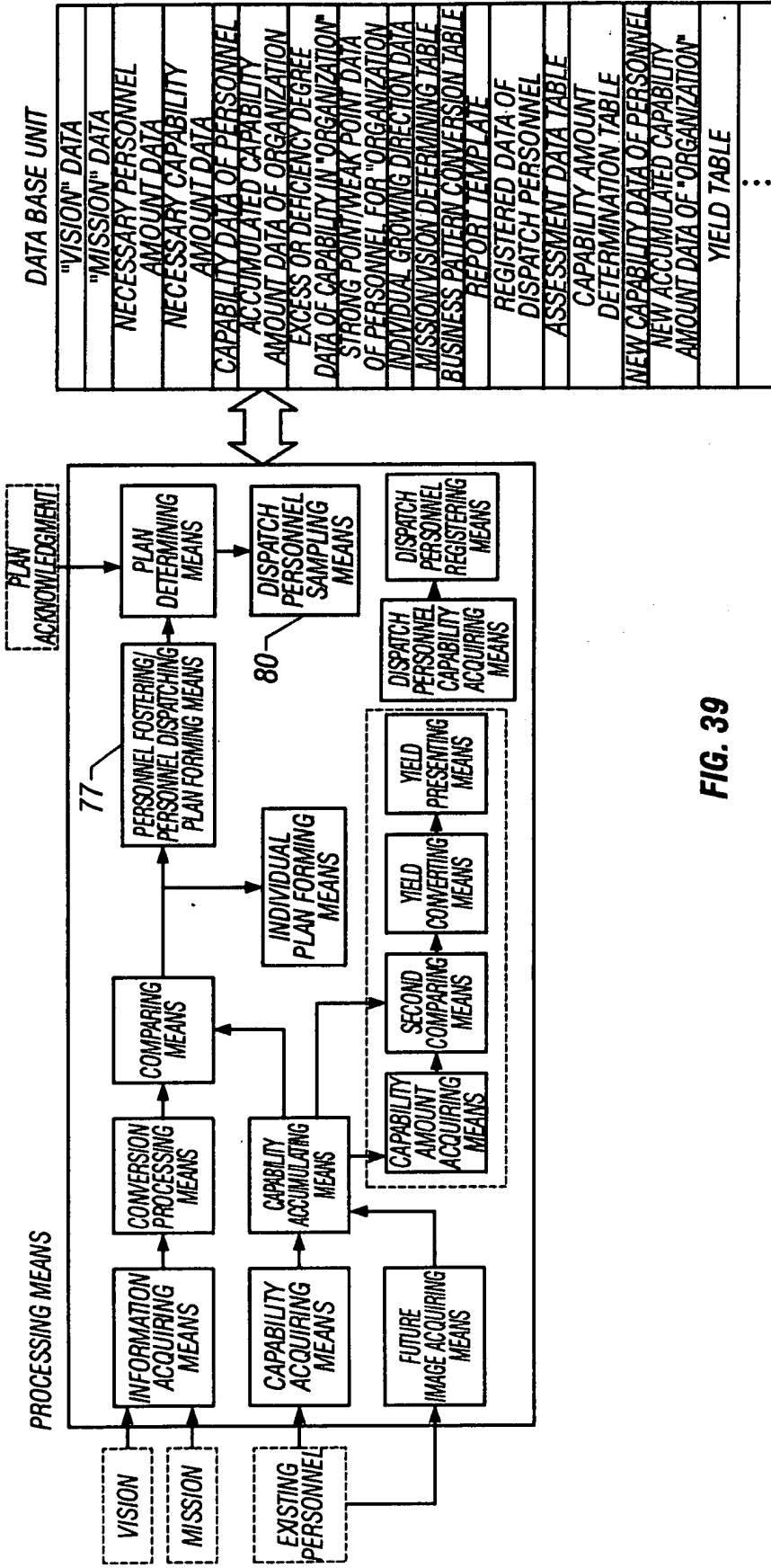
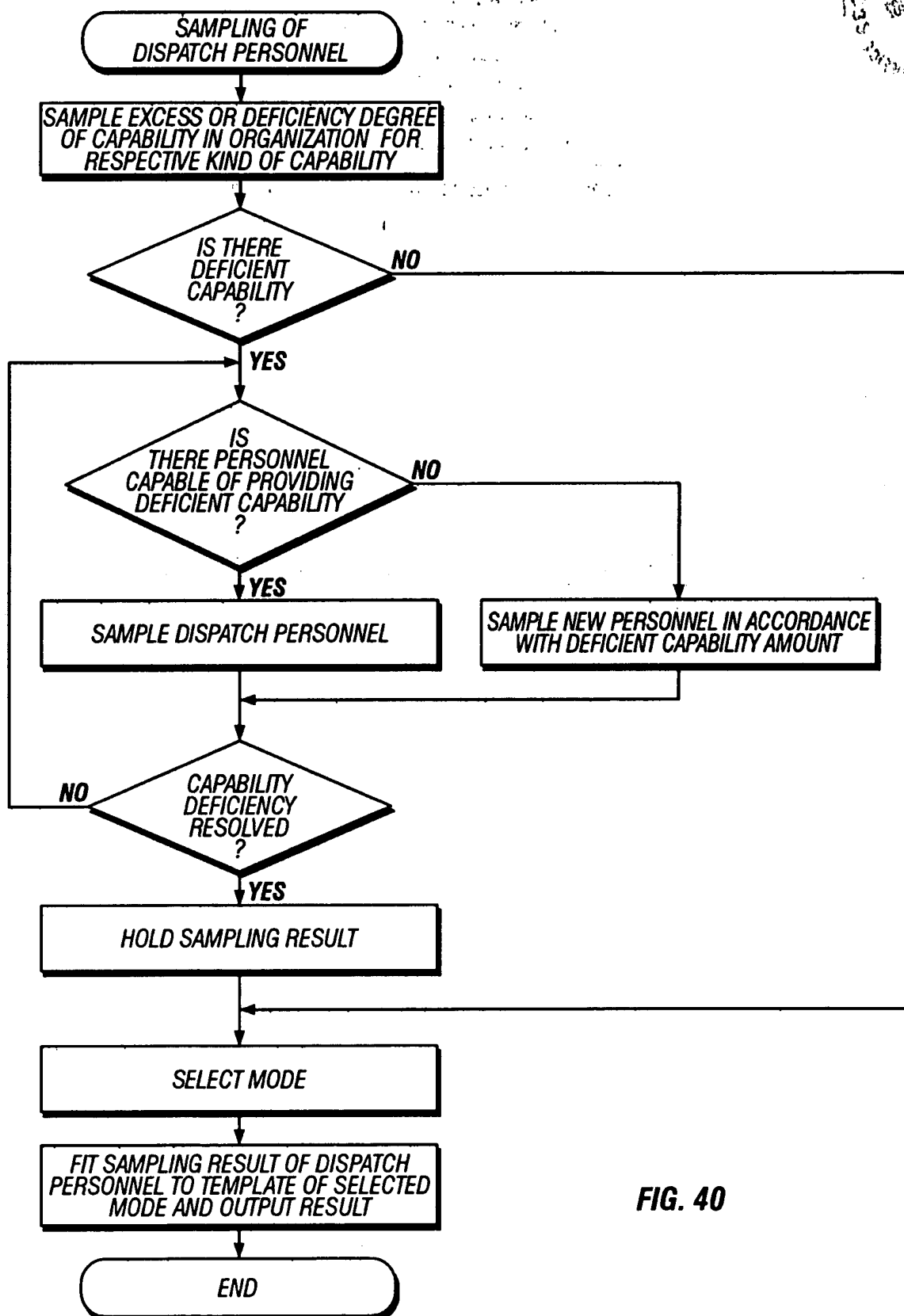


FIG. 39



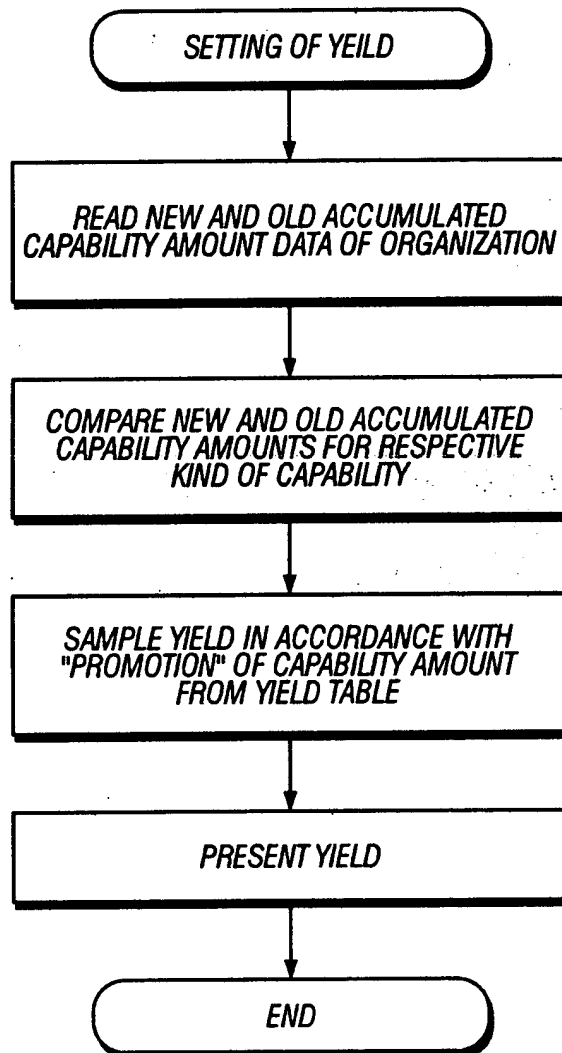


FIG. 41

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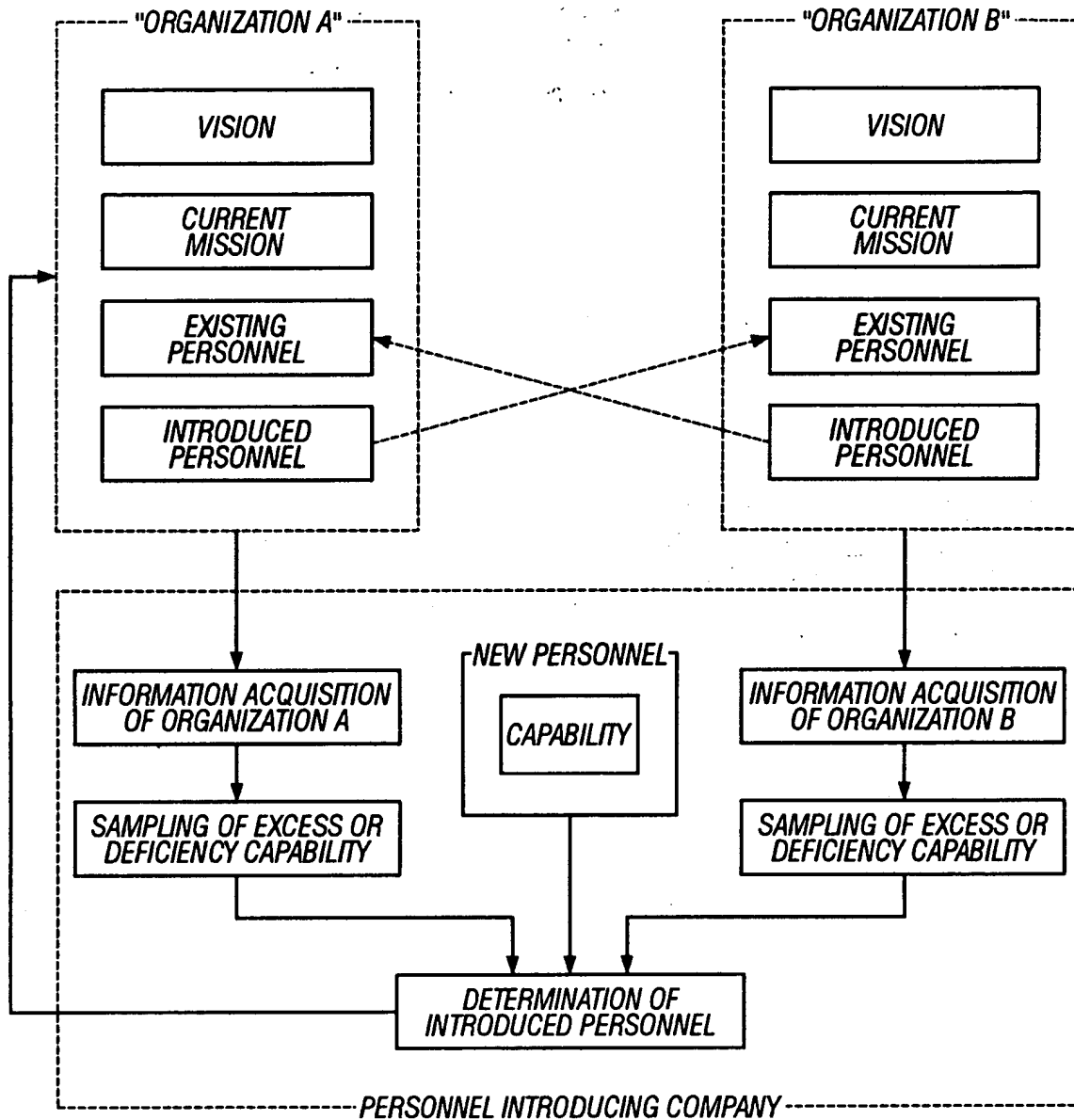


FIG. 42

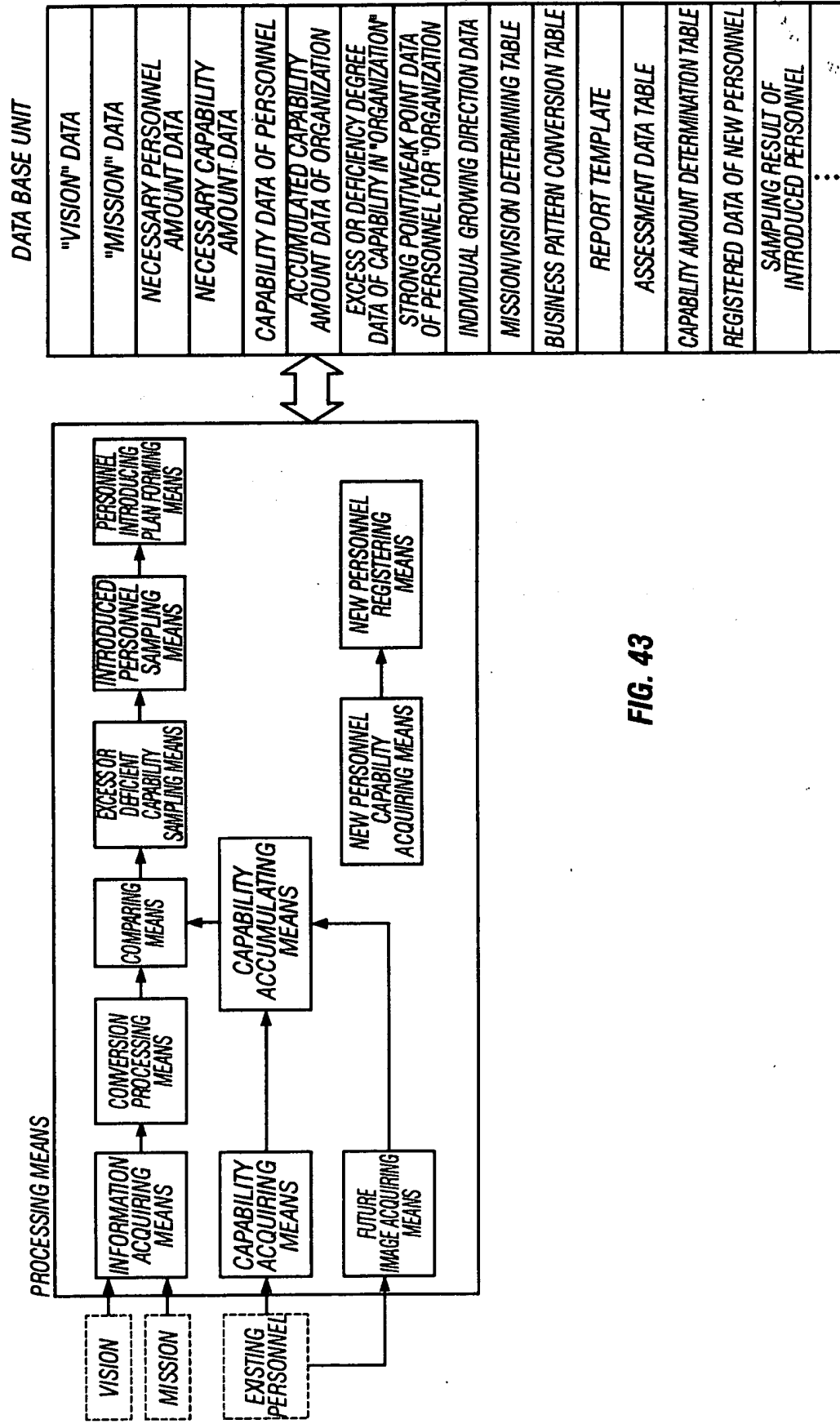
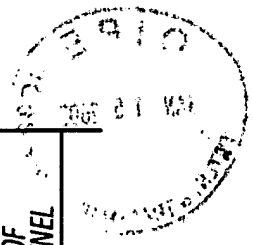


FIG. 43

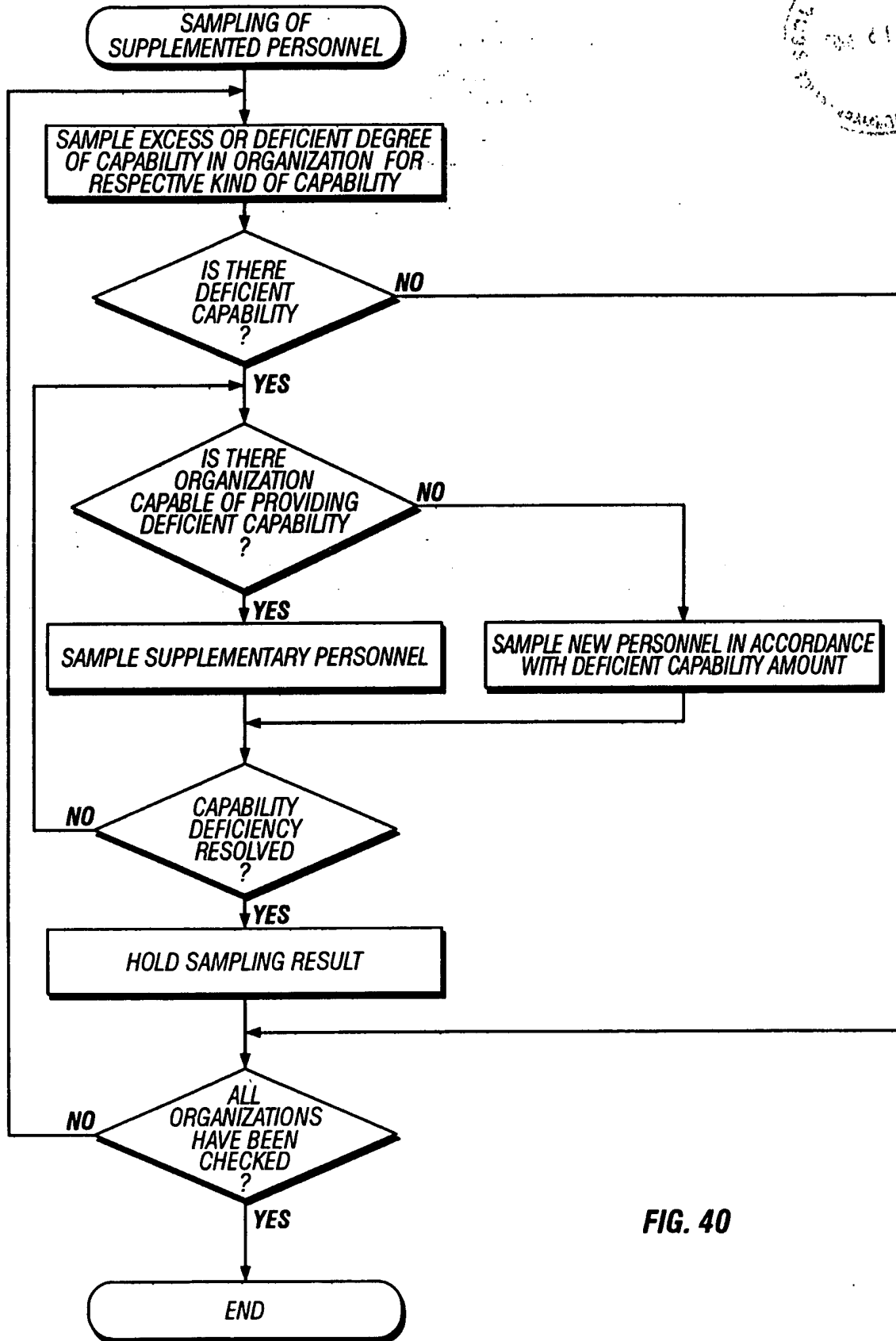
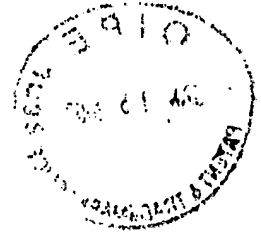


FIG. 40

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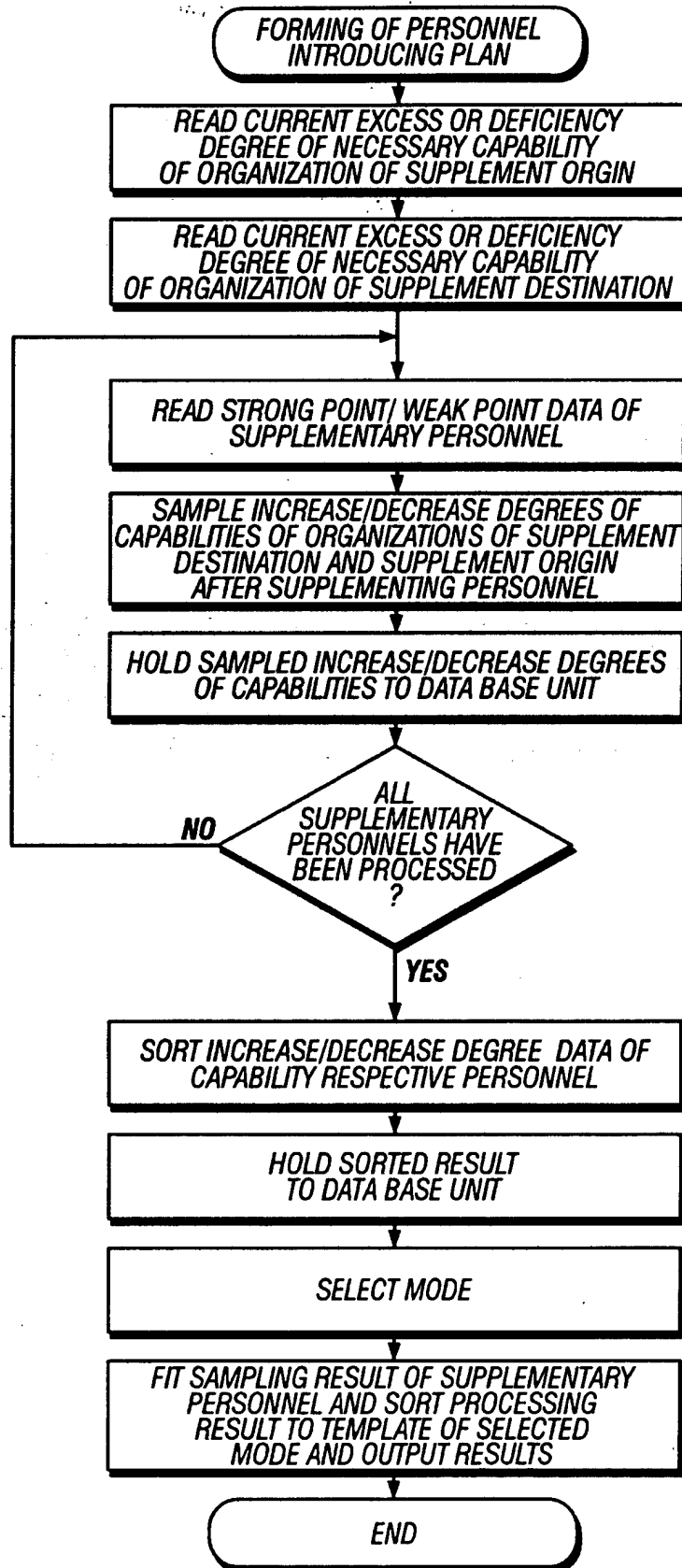


FIG. 45

```
graph LR; subgraph ORGANIZATION; CM[CURRENT MISSION]; EP[EXISTING PERSONNEL]; CC[CURRENT CAPABILITY]; BA[BUSINESS ACHIEVEMENT]; end; subgraph CONTROL_DEPARTMENT [CONTROL DEPARTMENT]; IA[INFORMATION ACQUISITION]; AS[ASSESSMENT]; end; CM --> IA; EP --> IA; CC --> IA; BA --> IA; IA --> AS; AS --> CM; AS --> EP; AS --> CC; AS --> BA;
```

The flowchart illustrates the Information Acquisition Process, divided into two main sections: ORGANIZATION and CONTROL DEPARTMENT.

ORGANIZATION Section:

- CURRENT MISSION**
- EXISTING PERSONNEL**
- CURRENT CAPABILITY**
- BUSINESS ACHIEVEMENT**

CONTROL DEPARTMENT Section:

- INFORMATION ACQUISITION**
- ASSESSMENT**

Flow:

- Arrows from **CURRENT MISSION**, **EXISTING PERSONNEL**, **CURRENT CAPABILITY**, and **BUSINESS ACHIEVEMENT** all point to **INFORMATION ACQUISITION**.
- An arrow points from **INFORMATION ACQUISITION** to **ASSESSMENT**.
- Feedback arrows point from **ASSESSMENT** back to each of the four boxes in the ORGANIZATION section.

FIG. 46



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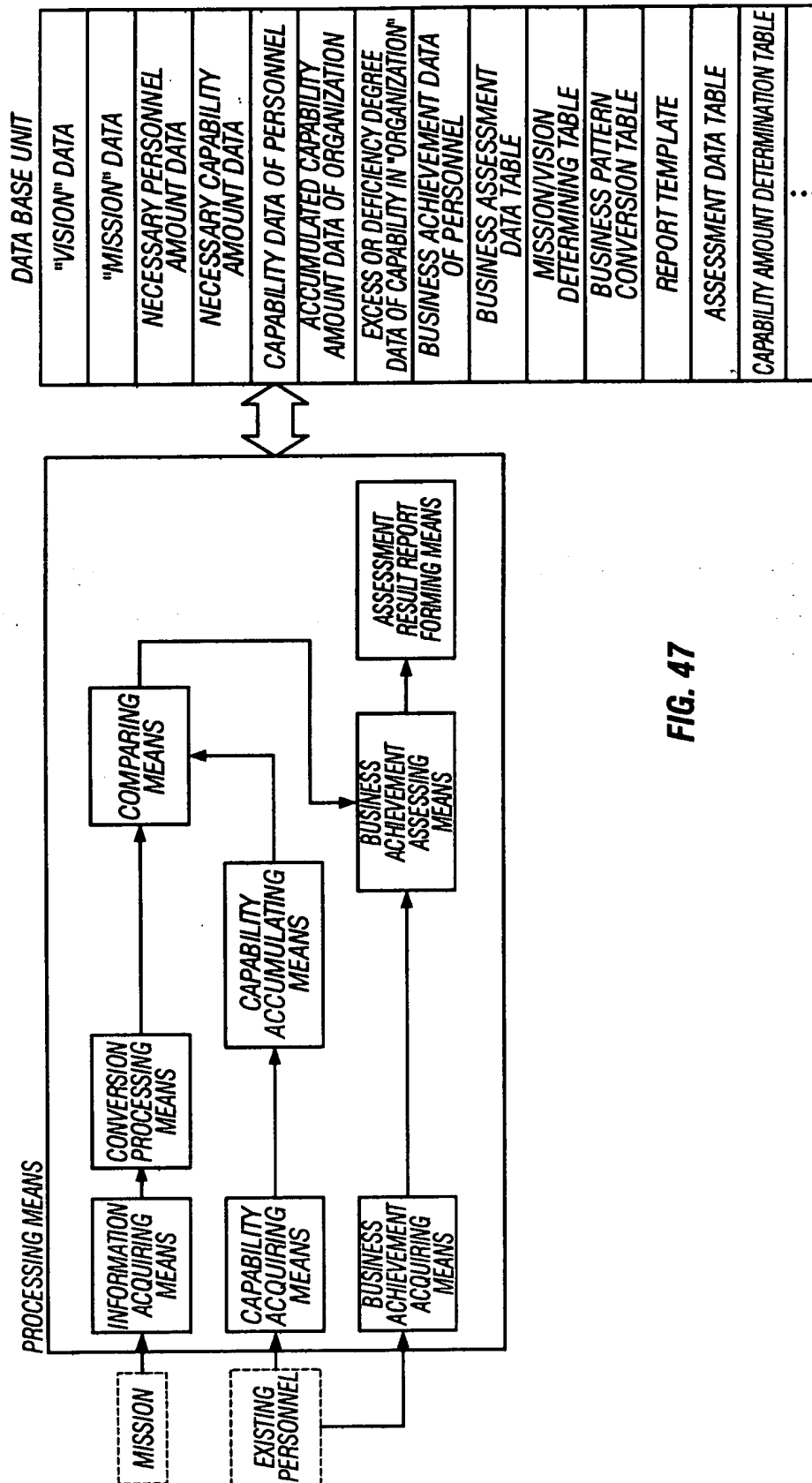


FIG. 47

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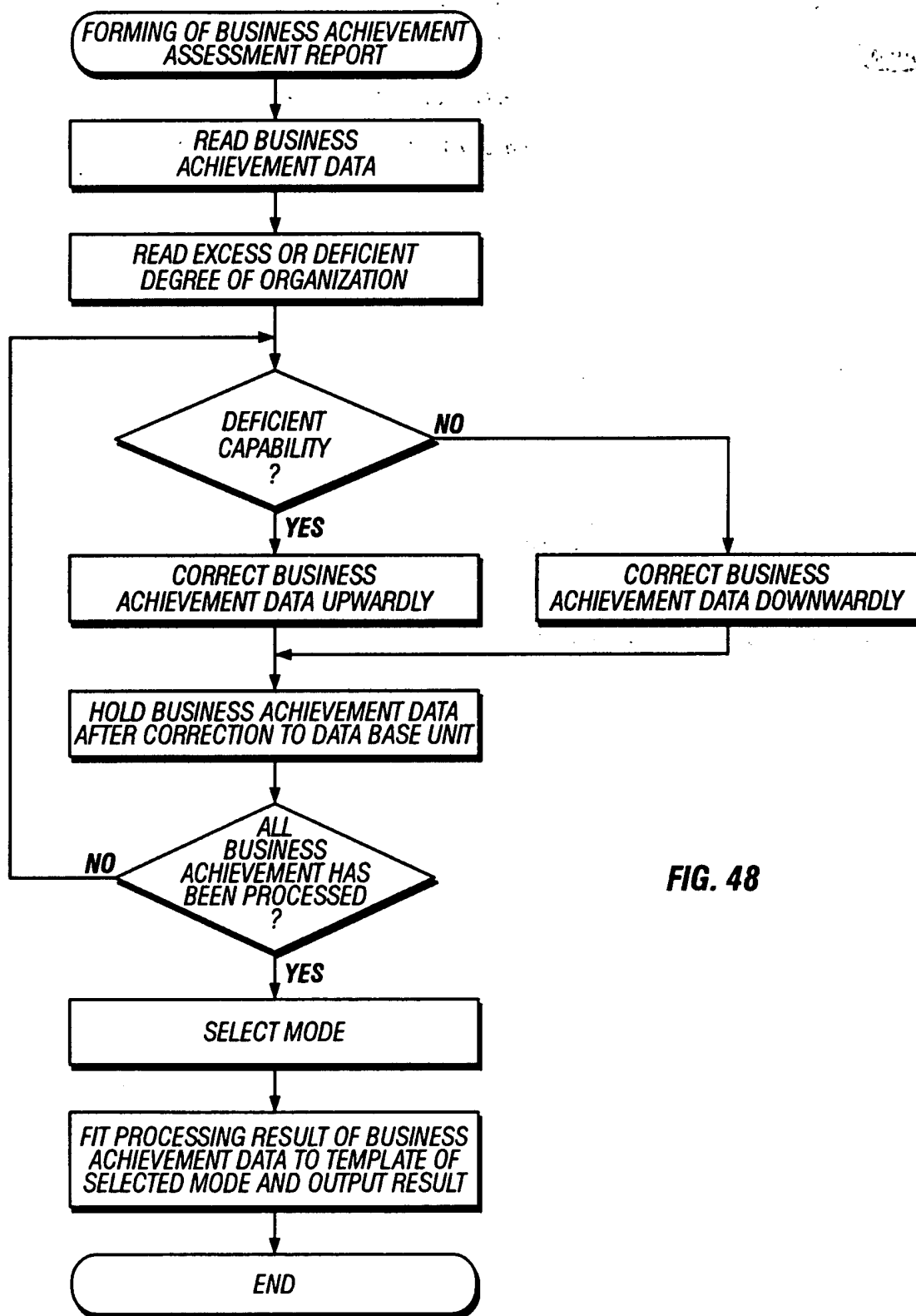


FIG. 48

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PROPOSAL TO MR. "000"

TABLE OF CONTENTS

- 1 STRONG POINTS/WEAK POINTS OF YOUR CAPABILITIES**
- 2 YOUR DESIRED FUTURE IMAGES**
- 3 EXCESS OR DEFICIENCY OF PERSONNEL BY EXISTING PERSONNELS OF "ORGANIZATION"**
- 4 PERSONNEL DESIRED BY "ORGANIZATION"**
- 5 RECOMMENDED CAPABILITY DIRECTION**
 - PROPOSAL WHEN STRONG POINTS ARE UTILIZED AT MAXIMUM**
 - PROPOSAL WHEN MOSTLY EVALUATED BY "ORGANIZATION"**
 - PROPOSAL WHEN MOSTLY PROXIMATE TO FUTURE IMAGES**

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FIG. 49

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PROPOSAL TO "ORGANIZATION"

TABLE OF CONTENTS

- 1 ANALYSIS OF CURRENT BUSINESS*
- 2 ANALYSIS OF FUTURE BUSINESS*
- 3 NECESSARY PERSONNEL AMOUNT (CAPABILITY AND AMOUNT)*
- 4 EXCESS OR DEFICIENCY IN EXISTING PERSONNELS*
- 5 PROPOSAL OF SUPPLEMENTING NECESSARY PERSONNELS*
 - PROPOSAL OF FOSTERING EXISTING PERSONNELS*
 - PROPOSAL OF RECOMMENDED DISPATCHED PERSONNEL*
- 6 SCHEME OF FOSTERING EXISTING PERSONNELS BY DISPATCH PERSONNEL*

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FIG. 50

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PROPOSAL TO "ORGANIZATION"

TABLE OF CONTENTS

- 1 ANALYSIS OF CURRENT BUSINESS**
- 2 ANALYSIS OF FUTURE BUSINESS**
- 3 NECESSARY PERSONNEL AMOUNT (CAPABILITY AND AMOUNT)**
- 4 EXCESS OR DEFICIENCY IN EXISTING PERSONNELS**
- 5 PROPOSAL OF SUPPLEMENTING NECESSARY PERSONNEL**
 - PROPOSAL OF FOSTERING EXISTING PERSONNELS**
 - PROPOSAL OF RECOMMENDED INTRODUCED PERSONNEL**
- 6 CONTRIBUTION TO "ORGANIZATION" BY INTRODUCED PERSONNEL**

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FIG. 51

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PROPOSAL TO MR. "000"

TABLE OF CONTENTS

- 1 STRONG POINTS/WEAK POINTS OF YOUR CAPABILITIES**
- 2 EXCESS OR DEFICIENCY BY EXISTING PERSONNELS OF "ORGANIZATION"**
- 3 BUSINESS/CAPABILITY DESIRED BY ORGANIZATION**
- 4 BUSINESS ACHIEVEMENT ASSESSMENT RESULT**
 - BUSINESS ACHIEVEMENT**
 - EVALUATION TO BUSINESS ACHIEVEMENT**
 - ADDITION OF STRONG POINTS/WEAK POINTS OF "ORGANIZATION"**
- 5 PROPOSAL TO BUSINESS OF NEXT TERM**

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FIG. 52

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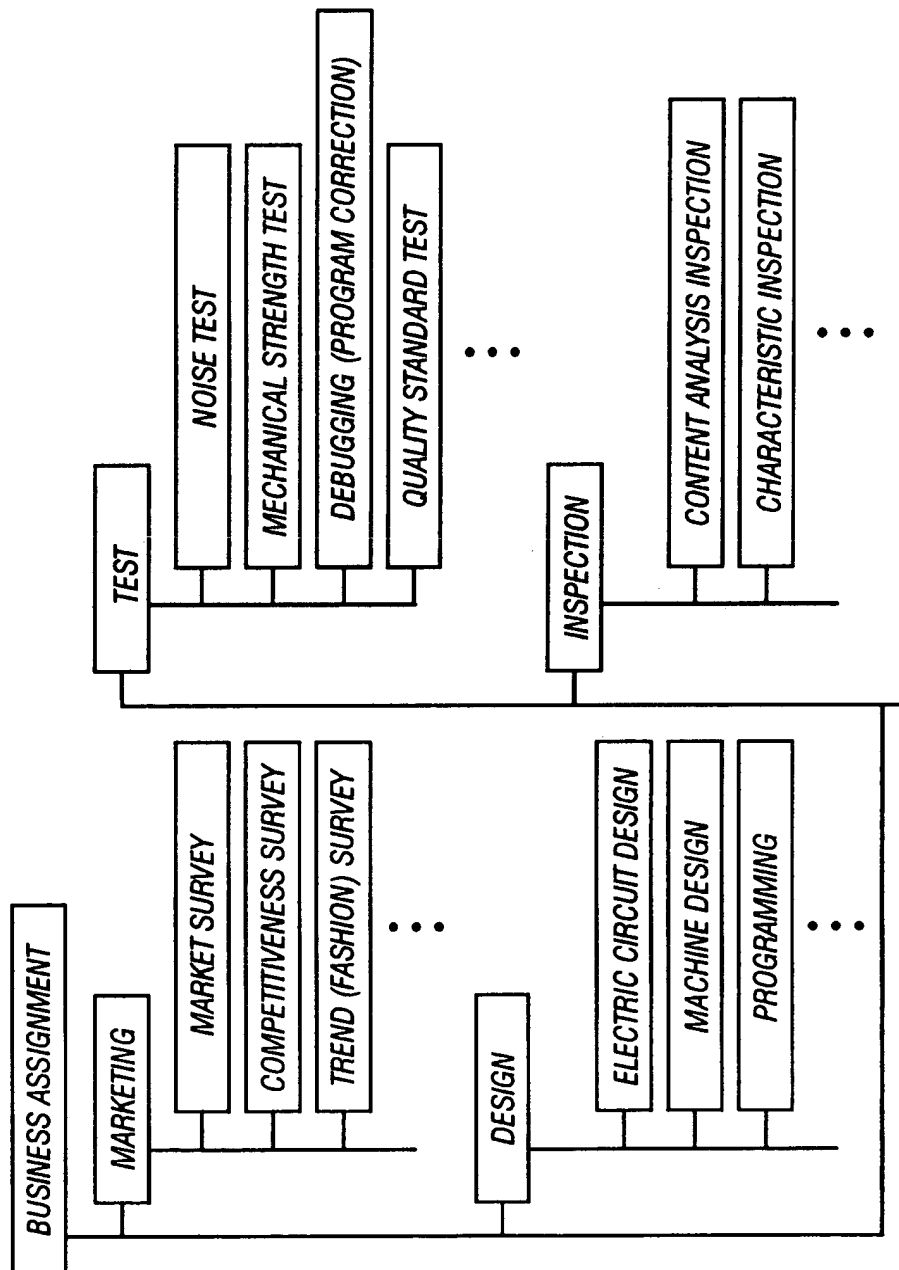


FIG. 53

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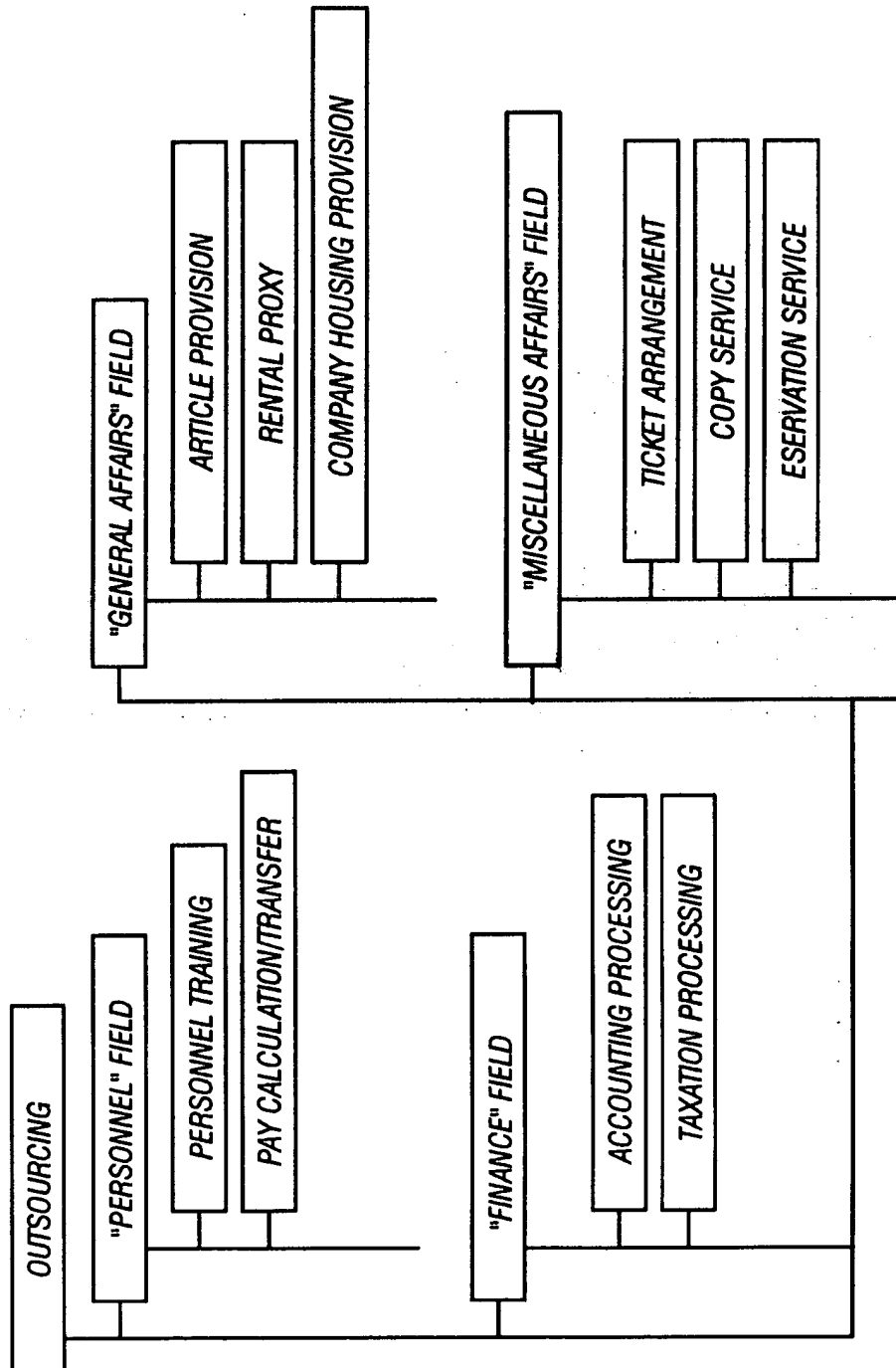
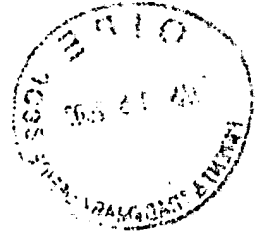


FIG. 54

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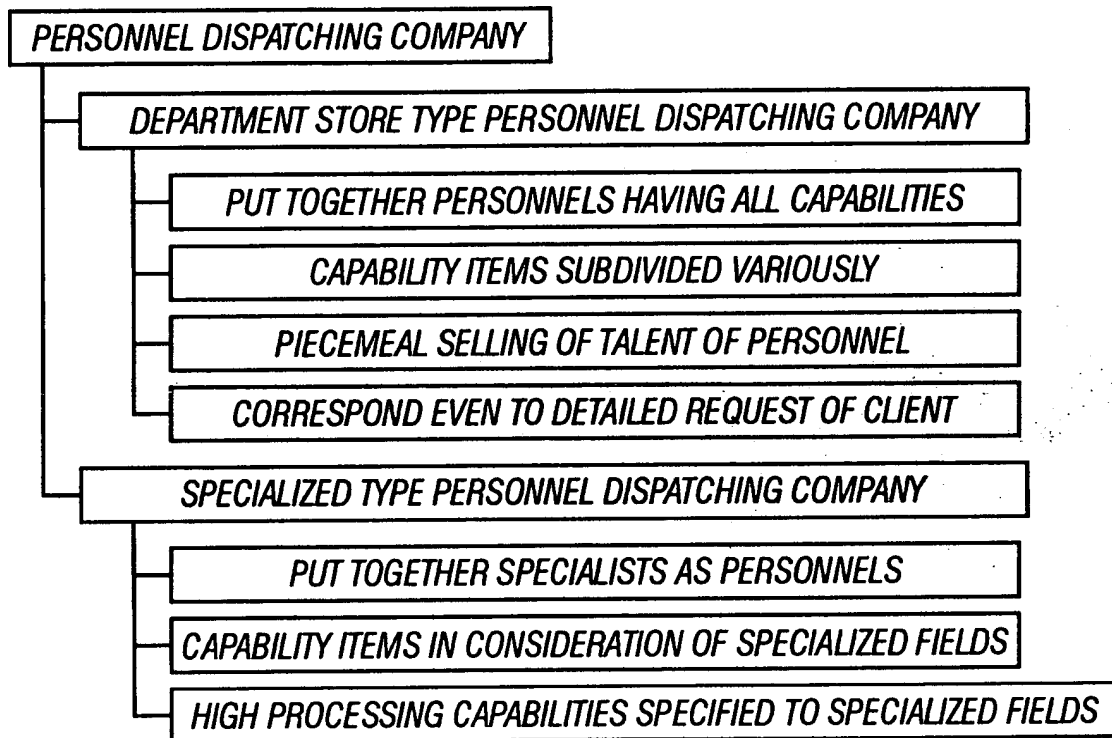
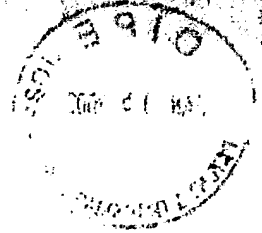


FIG. 55